



Govt. of Kerala

# **WAGE STRUCTURE SURVEY 2017-22**

**Directorate of Economics and Statistics  
Thiruvananthapuram**





Government of Kerala

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2017-22

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Thiruvananthapuram- 695033



## Preface

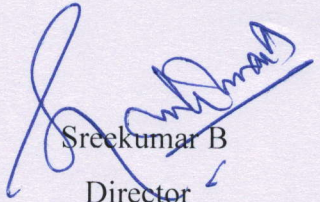
'Report on Wage Structure Survey 2017-22' provides a comprehensive analysis of the wage structure in Kerala's construction and commercial sectors from 2017-18 to 2021-22. The purpose of the study is to understand the fluctuations and trends in the wages of workers in the commercial and construction sector and its impacts on the economy and providing the government and its other agencies with the necessary statistical data to formulate plans for their welfare, fixation of minimum wages. The survey aims to shed light on the trends and fluctuations in wages for various job roles across different districts in Kerala. The findings in this report are based on extensive data collection such as interviews with workers and employers covering all districts of Kerala. This ensures a thorough examination of wage patterns among shop employees and construction labourers. This report highlights the disparities in wages between rural and urban areas as well as among different categories of workers. The insights from this study will be helpful for understanding the wage fluctuations and for formulating strategies aimed at improving the welfare of workers in Kerala.

I would like to appreciate the officers and field staff of district offices who were involved in data collection and reporting. This report was prepared by the Labour and Housing division of this office under the supervision and leadership of Sri. Manoj M, Additional Director (State Income). Efforts put in by Sri. Adarsh R.S Statistical Assistant Gr. I, Sri. Sebin Mathew, Research Officer and Sri Sijith K.S, Assistant Director under the guidance of Smt. A R Yamuna, Deputy Director are highly appreciated.

I hope that this report will be valuable for those who are interested in understanding the wage structure scenario of Kerala.

Thiruvananthapuram,

23/12/2024

  
Sreekumar B  
Director



## Contents

Sl.No.	Particulars	Page No
<u>1</u>	<u>Introduction</u>	<u>1</u>
<u>2</u>	<u>Objectives of the Survey</u>	<u>2</u>
<u>3</u>	<u>Importance of the Survey</u>	<u>2</u>
<u>4</u>	<u>Coverage of the Survey and Survey Period</u>	<u>3</u>
<u>5</u>	<u>Methodology and Sampling Design</u>	<u>3</u>
<u>5.1</u>	<u>Construction sector</u>	<u>3</u>
<u>5.2</u>	<u>Trade and Commercial sector</u>	<u>5</u>
<u>6</u>	<u>Findings and analysis - construction sector</u>	<u>6</u>
<u>6.1</u>	<u>Wages of mason I class and II class</u>	<u>7</u>
<u>6.2</u>	<u>Wages of carpenter I class and II class</u>	<u>9</u>
<u>6.3</u>	<u>Wages of Painter I class and II class</u>	<u>11</u>
<u>6.4</u>	<u>Wages of Plumber and Plumber helper</u>	<u>13</u>
<u>6.5</u>	<u>Wages of Electrical wiremen and helper</u>	<u>15</u>
<u>6.6</u>	<u>Wages of tile and marble workers</u>	<u>17</u>
<u>6.7</u>	<u>Wages of sawyer</u>	<u>18</u>
<u>6.8</u>	<u>Wages of unskilled workers (Men and Women)</u>	<u>19</u>
<u>6.9</u>	<u>Percentage wise change in wages of construction labour from 2017-18 to 2021-22</u>	<u>25</u>
<u>7</u>	<u>Wage index of construction labours</u>	<u>26</u>
<u>7.1</u>	<u>Analysis of wage index in rural area</u>	<u>29</u>
<u>7.2</u>	<u>Analysis of wage index in urban area</u>	<u>30</u>
<u>8</u>	<u>State wise comparison of wages of construction workers from 2017 to 2022</u>	<u>31</u>
<u>9</u>	<u>Findings and analysis: commercial sector</u>	<u>36</u>
<u>9.1</u>	<u>Salesman</u>	<u>37</u>
<u>9.2</u>	<u>Manager</u>	<u>41</u>
<u>9.3</u>	<u>Accountant</u>	<u>46</u>
<u>9.4</u>	<u>Service staff</u>	<u>50</u>
<u>9.5</u>	<u>Cashier</u>	<u>56</u>
<u>9.6</u>	<u>Clerk</u>	<u>61</u>
<u>9.7</u>	<u>Comparison of wages of different category of workers</u>	<u>67</u>
<u>10</u>	<u>Nominal V/s Real Wage Analysis</u>	<u>76</u>
<u>10.1</u>	<u>Wage analysis of construction labour in rural area</u>	<u>76</u>
<u>10.2</u>	<u>Wage analysis of construction labour in urban area</u>	<u>78</u>
<u>10.3</u>	<u>Wage analysis of Salesman and Managers</u>	<u>81</u>
<u>11</u>	<u>Conclusion</u>	<u>86</u>
<u>12</u>	<u>ANNEXURE</u>	<u>87</u>
<u>12.1</u>	<u>District wise average monthly wages of salesman (2017-22)</u>	<u>87</u>
<u>12.2</u>	<u>District wise average monthly salary of managers (2017-22)</u>	<u>89</u>
<u>12.3</u>	<u>District wise average monthly wage of accountant (2017-22)</u>	<u>91</u>
<u>12.4</u>	<u>District wise average monthly wages of clerk (2017-22)</u>	<u>93</u>
<u>12.5</u>	<u>District wise average monthly wages of cashier (2017-22)</u>	<u>95</u>
<u>12.6</u>	<u>District wise average monthly wages of service staff (2017-22)</u>	<u>97</u>
<u>12.7</u>	<u>List of NIC codes-2004 used</u>	<u>99</u>
<u>12.8</u>	<u>District wise wages of construction workers in Rural and Urban (2017-22))</u>	<u>101</u>
<u>12.9</u>	<u>Schedules used</u>	<u>113</u>





## **1. Introduction**

The trade and construction sectors are two key economic activities in our state. Any boom / shock in these sectors will significantly impact our economy and consequently our lives. A wage structure survey in the construction and commercial field involves collecting data on the compensation packages and wage structures for various job roles within these industries.

The Wage Structure Survey, conducted by the Economics and Statistics Department of Kerala, is a detailed study focusing on the wage trends in the commercial and construction sectors across the state. It aims to understand wage fluctuations by collecting data from both rural and urban areas in all districts of Kerala. The survey covers two key worker groups—shop employees and construction labourers.

Primary data were gathered through interviews with both workers and employers, ensuring accurate, firsthand information on wage patterns. This report facilitates a comparison of wage rates between rural and urban areas and also provides insights into nominal and real wages in Kerala. It also reflects broader trends, such as higher wage rates in Kerala's construction sector, which has attracted significant job migration from Northern and Eastern India.

The findings of the survey are essential for a variety of stakeholders. Employers can use the data to adjust compensation packages in line with market rates, job seekers can make informed decisions about employment opportunities and policymakers can utilize the insights to develop labour policies that address wage disparities and migration issues. The study thus serves as a crucial resource for understanding the overall job market and compensation practices in Kerala.

## 2. Objectives of the Survey

The Wage Structure Survey is a sample survey conducted with the primary objective of studying fluctuations and trends in the wages of workers in the commercial and construction sectors. It also aims to understand the impact of these fluctuations on the economy. Furthermore, the survey provides the government and its agencies with statistical data necessary for formulating plans aimed at the welfare of workers.

The survey seeks to offer insights into the current compensation practices, pay levels and benefits provided by employers within these industries, as well as identify trends and patterns in how compensation is structured.

It is essential to ensure fair and equitable compensation for employees in shops and establishments. Sample surveys allow organizations to collect comprehensive data on employee wages across different industries, sectors and regions. Sample surveys are designed to gather data from a statistically significant sample size, ensuring accuracy and reliability in the findings. Sample survey results provide insights into wage trends and disparities.

## 3. Importance of the Survey

Collecting the wage rate data for labourers is important for several reasons:

- **Ensuring Fair Pay:** The collection of wage rate data is essential to guarantee that labourers receive fair compensation for their work. This practice helps to prevent exploitation and ensures that workers are receiving adequate compensation for their labour.
- **Understanding Labour Market Trends:** Collecting wage rate data enables us to understand labour market trends and how they change over time. This can provide valuable insights into the health of the industry and the economy as a whole, thereby facilitating informed decision making by stakeholders.
- **Informing Policy Decisions:** Wage rate data serves as a valuable resource for policymakers in formulating labour laws and regulations. By analysing this data, policymakers can establish minimum wage standards and develop guidelines for fair labour practices.
- **Negotiating Contracts:** Wage rate data can be used by labour unions and management to negotiate fair contracts for workers. This practice helps to ensure that both workers and employers are getting a fair deal.
- **Providing Information for Job Seekers:** Wage rate data offers valuable insights to job seekers, seeking information on salary expectations for a particular labour.

Overall, collecting wage rate data of labourers is an important part of ensuring fair pay, understanding labour market trends, informing policy decisions, negotiating contracts and providing essential information to job seekers.

## **4. Coverage of the Survey and Survey Period**

All districts of Kerala are covered by the survey. From each district, two urban local bodies and three rural local bodies are randomly selected. Urban local bodies that come in the district headquarters are compulsorily taken for the survey. So, three panchayats, one corporation and one municipality were selected from the districts having a corporation, and three panchayats and two municipalities were selected from the districts not having a corporation. Two wards are selected from each of the chosen urban local bodies. The survey was conducted in 56 urban wards and 42 rural local bodies across the state.

Survey started from 1<sup>st</sup> July 2017 and ended on 30<sup>th</sup> June 2022. Data was collected from rural and urban areas on a quarterly basis, i.e., Quarters ending on March 31, June 30, September 30 and December 31 of each financial year. Quarterly wage data were collected from sample units selected from the construction sector and the trade and commerce sector encompassing both rural and urban areas.

## **5. Methodology and Sampling Design**

A Multistage stratified random sampling method was used for sample selection. The first stage strata are districts, second stage strata are local bodies, i.e. in rural areas-panchayats, and in urban areas – corporations / municipalities.

In urban area, the wards of the selected corporation / municipality belong to the third stratum. The selected building construction units in the construction sector and wholesale and retail shops in trade and commercial sector of the selected wards belong to the fourth stratum.

In rural areas panchayats belong to the second stratum, wholesale and retail shops and building construction units of the selected panchayats belong to the third stratum.

Two urban local bodies (municipality/corporation) and three rural local bodies (panchayat) are selected from each district for the wage structure survey 2017-22. Two wards from each corporation / municipality were selected randomly at the district offices. In the case of the urban sector, wards are the lowest level centers and in the rural sector panchayats are the lowest level centers for the survey. 56 urban wards from 28 urban local bodies (ULBs) and 42 rural local bodies (RLBs) are selected from the state for the survey.

### **5.1 Construction sector**

A building construction unit means a new building under construction. Five building construction units from each selected corporation / municipality and three building construction units from each selected panchayats are chosen by simple random sampling method and data are collected from these units.

## **Urban area**

2 ULBs from each district had been selected to study wages of labourers in construction units. Five building construction units were picked from each of these picked 2 ULBs. Hence 10 construction units were chosen from urban area.

## **Rural area**

Three panchayats from each district were selected and three building construction units from each panchayat were selected using simple random sampling method. Hence 9 construction units were selected from rural sector in each district. In this way total 19 construction units were selected from each district and 266 sample construction units were selected from the State for the survey. New units were selected for the survey as each unit was completed.

### **Category of following workers in construction sector was covered in the survey:**

- |                              |                            |
|------------------------------|----------------------------|
| 1. Carpenter first class     | 2. Carpenter second class  |
| 3. Mason first class         | 4. Mason second class      |
| 5. Marble worker             | 6. Tiles worker            |
| 7. Sawyer                    | 8. Painter first class     |
| 9. Painter second class      | 10. Plumber                |
| 11. Electrical wireman       | 12. . Plumper helper       |
| 13. Wireman helper           | 14. Unskilled worker (men) |
| 15. Unskilled worker (women) |                            |

Data collected from each selected construction unit were: name of district, municipality, corporation, panchayat, address of the unit, name of the informant, date of data collection, workers name, category, working hours, wage given as money, money value of goods given, daily wage = money given+ money value of goods given.

## **5.2 Trade and Commercial sector**

Twenty shops from each ward of the selected corporation / municipality and panchayats were selected using simple random sampling method in district offices. As per NIC code 2004, wholesale trade and retail trade were divided into 10 different groups. In this, wholesale trade was codified into groups I to V and retail trade into groups VI to X. Two shops each from the concerned groups are chosen from the selected corporation / municipality wards and panchayats using listing schedule by simple random sampling method. The listing schedule was used for preparing the list of shops, which contained name and address of the shop, trade carried on, NIC wise code and group code. If shops belonging to any group were not available in the selected wards, they were selected from any other ward of the municipality / substituted panchayat, where these shops were concentrated.

### **Urban area**

Four urban wards were selected from the selected ULBs of each district for the survey. Twenty shops were selected from each urban ward. So, a total of 80 shops were selected from 4 urban wards of each district.

### **Rural area**

Three panchayats were selected from each district. Twenty shops were chosen from each selected panchayat. So a total of 60 shops were selected from 3 panchayats. In this way a total of 140 shops (80 urban+60 rural) were selected from each district and hence, 1960 shops were picked from the State for the survey.

### **Category of the following workers in commercial sector was covered in the survey:**

1. Manager,
2. Accountant,
3. Cashier,
4. Clerk Salesman,
5. Mechanic,
6. Service staff,
7. Others.

Following data were collected from each selected shop: name of district, municipality, corporation, panchayat, address of the unit, name of the informant, date of data collection, workers name, category of worker, working hours, basic pay, DA, HRA, OTA, other allowances, commission as per sale, money value of goods given, total salary, bonus, share of shop owner to the PF of labour. The salary information of employees working in these shops was collected and the average monthly salary of workers for each quarter was calculated.

## **6. Findings and analysis - construction sector**

The construction sector is a vital driver of economic growth, infrastructure development, and job creation worldwide. It significantly contributes to GDP and provides employment across various skill levels, supporting the livelihoods of millions. Through projects like roads, bridges, railways and buildings construction enhances national productivity, attracts investments and is crucial for maintaining essential infrastructure.

**Job Creation:** The industry provides diverse employment opportunities, from unskilled labourers performing manual tasks like digging and lifting to skilled workers ensuring craftsmanship and safety in projects. The ripple effect of employment in this sector positively impacts related industries such as manufacturing and services, further boosting economic activity.

**Wage Structure:** Wages for construction workers vary based on skill level, experience, location and project complexity. Skilled workers often earn competitive wages, while many unskilled labourers face challenges like low pay and job insecurity. This wage disparity underscores the need for fair and equitable compensation, which is critical for improving the living standards of workers and their families.

**Importance of Fair Wages:** Adequate compensation ensures that workers can meet their basic needs, access to healthcare and education and build financial security. Fair wages also enhance worker satisfaction, boost productivity and improve retention rates leading to a stronger, more sustainable construction industry.

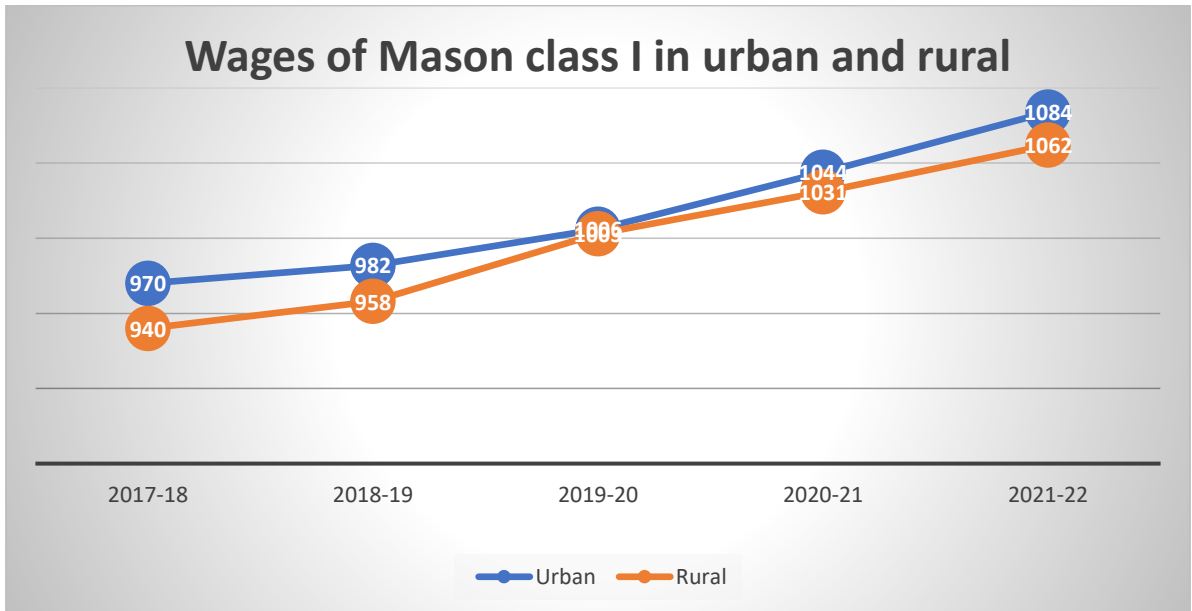
Ensuring fair compensation for construction labourers is not just an issue of social justice, but a key factor in promoting sustainable development and inclusive economic

growth. Labourers, both skilled and unskilled are integral to the construction process and their contributions shape the infrastructure and economy of nations.

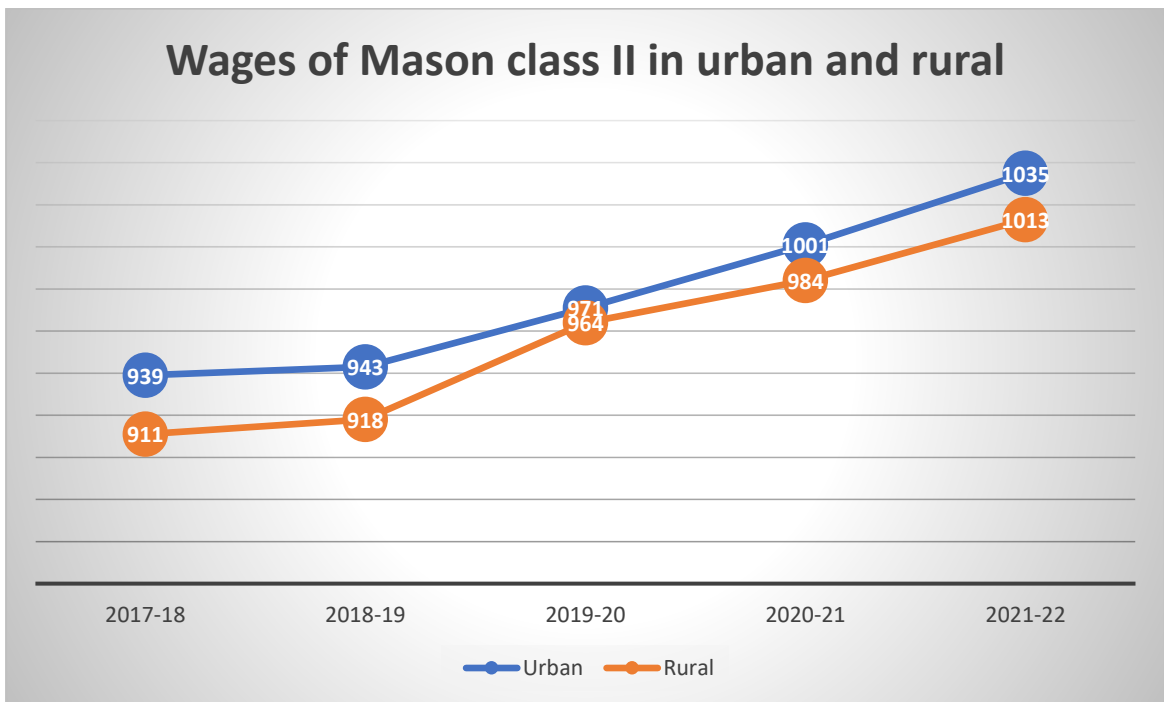
### 6.1 Wages of mason I class and II class

The construction industry is one of the largest employers in Kerala and mason first class and second-class workers form a significant part of the workforce. Their skills and expertise are essential for the success of construction projects and their contributions are critical to the overall success of the construction industry. Mason first class is a skilled worker who typically has more experience and expertise than second class mason. On the other hand, mason second class is an unskilled or semi-skilled worker who works under the supervision of the first-class mason. In terms of wages, mason first class typically earns a higher wage than mason second class due to their higher level of skill and responsibility. The table below depicts the wages of masons from the years 2017 to 2022 in both urban and rural areas of Kerala.

Year	Wages in Urban (in Rs)		Wages in Rural (in Rs)	
	Mason I class	Mason II class	Mason I class	Mason II class
<b>2017-18</b>	970	939	940	911
<b>2018-19</b>	982	943	958	918
<b>2019-20</b>	1006	971	1003	964
<b>2020-21</b>	1044	1001	1031	984
<b>2021-22</b>	1084	1035	1062	1013



The wage gap between urban and rural areas for first-class mason has consistently been small and is narrowing over time. In 2017-18, the gap was Rs 30, and by 2021-22, it had reduced to Rs 22. The year 2019 -20 recorded almost parity in wages. Rural wages grew at a slightly faster rate, which helped narrow the gap



For second-class masons, urban wages have also been consistently higher than rural wages, but the wage gap is small and has been narrowing. In 2017-18, the gap was Rs 28, and by 2021-22, it reduced to Rs 22. The year 2019-20 recorded almost parity in wages. Similar to first-class masons, rural wages grew at a relatively faster rate.



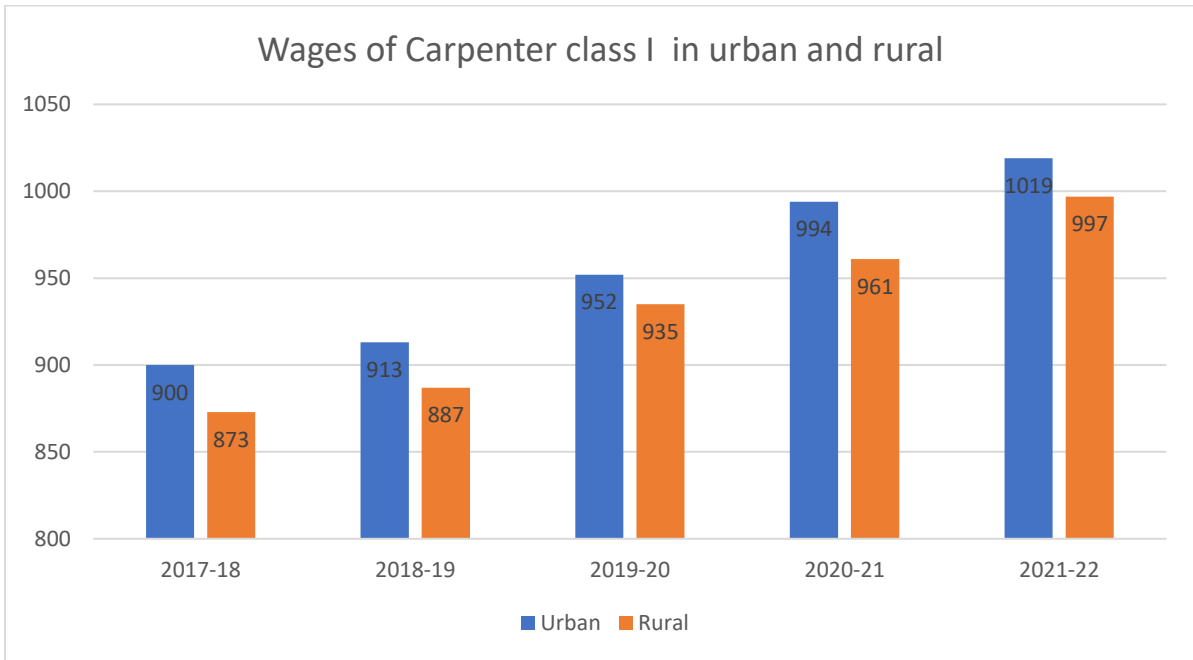
The data shows a positive trend in wage growth for both urban and rural masons, with rural wages catching up to urban wages over time. Both first-class and second-class masons saw steady increases in their wages and the wage gap between urban and rural areas has narrowed. Rural areas have experienced faster wage growth, particularly between 2018-19 and 2019-20, likely due to rising demand for skilled labour in those regions. The overall outlook indicates a growing parity between urban and rural wages for masons. It is interesting to find that the period 2020-21 did not witness fall in wages due to outbreak of Covid-19.

## 6.2. Wages of carpenter I class and II class

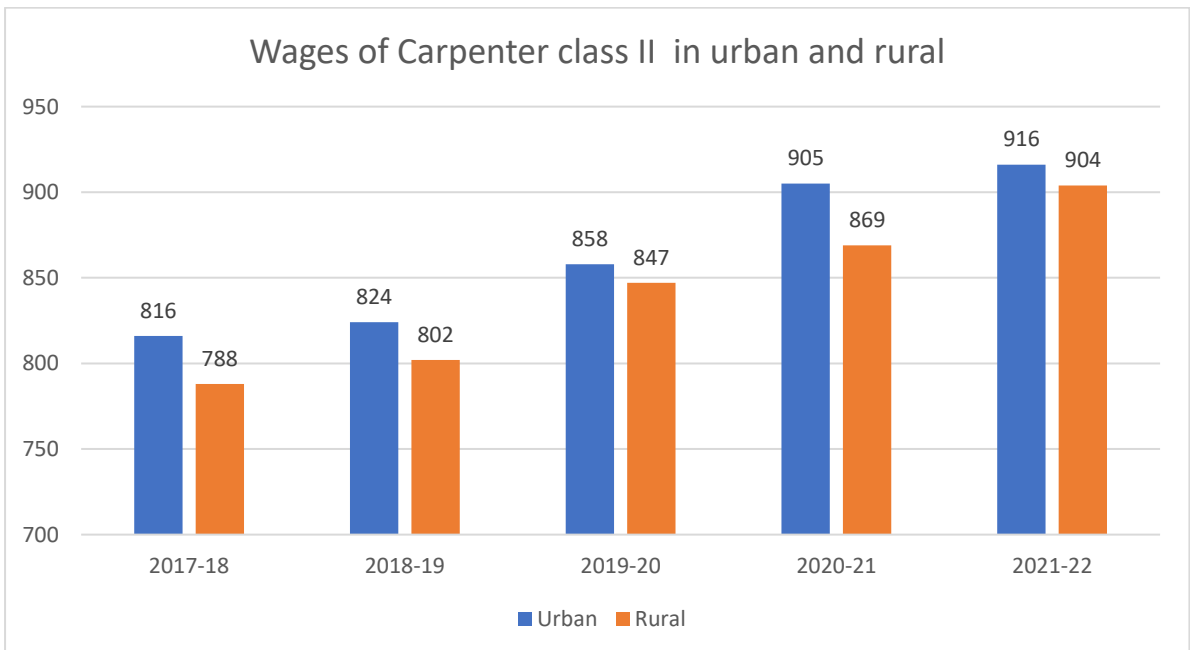
Carpenters play an important role in construction work as they are involved in the entire construction process from basic layout to finishing touches. They are skilled in constructing and repairing various structures such as houses, buildings and can create customized structures and furniture based on specific needs and preferences. This allows for unique and personalized designs that can improve the functionality and aesthetics of a space. Wages of two classes of carpenter are analysed in our study.

The following is the wages of carpenters from 2017 to 2022 in urban and rural area of Kerala.

Year	Wages in Urban (in Rs)		Wages in Rural (in Rs)	
	Carpenter I class	Carpenter II class	Carpenter I class	Carpenter II class
2017-18	900	816	873	788
2018-19	913	824	887	802
2019-20	952	858	935	847
2020-21	994	905	961	869
2021-22	1019	916	997	904



Urban wages for class -I carpenters were consistently higher than rural wages, with the wage gap remaining around Rs 26-29 from 2017-18 to 2021-22. Both urban and rural areas saw steady wage growth, but rural wages increased more significantly in 2019-20, helping to narrow the gap slightly.



Urban wages for class II carpenters were also higher than rural wages, though the wage gap between urban and rural wages narrowed slightly over time. The gap was Rs 28 in 2017-18 and reduced to Rs 12 by 2021-22. The rural second-class carpenter wages experienced faster growth than urban wages between 2017-18 and 2021-22.

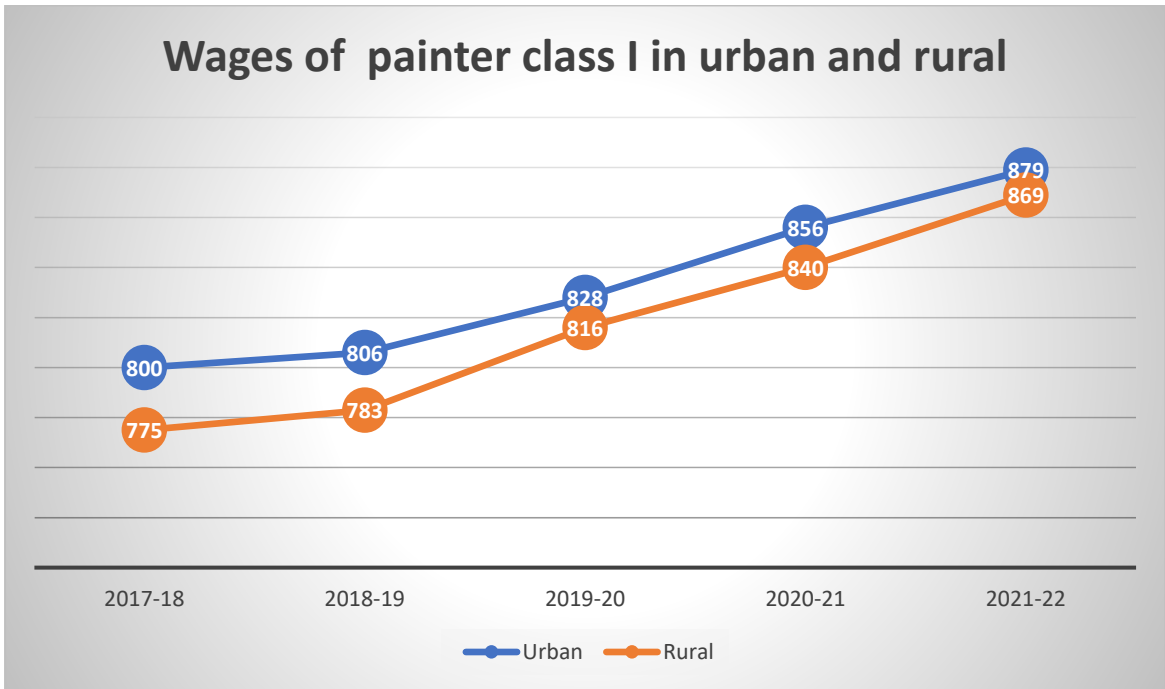
The cost of living in urban areas tends to be higher than in the rural areas, which means that the wages in urban areas need to be higher to keep up with the increased cost of living. Urban areas tend to have a higher demand for carpentry services due to the greater concentration of homes, businesses.

### 6.3. Wages of Painter I class and II class

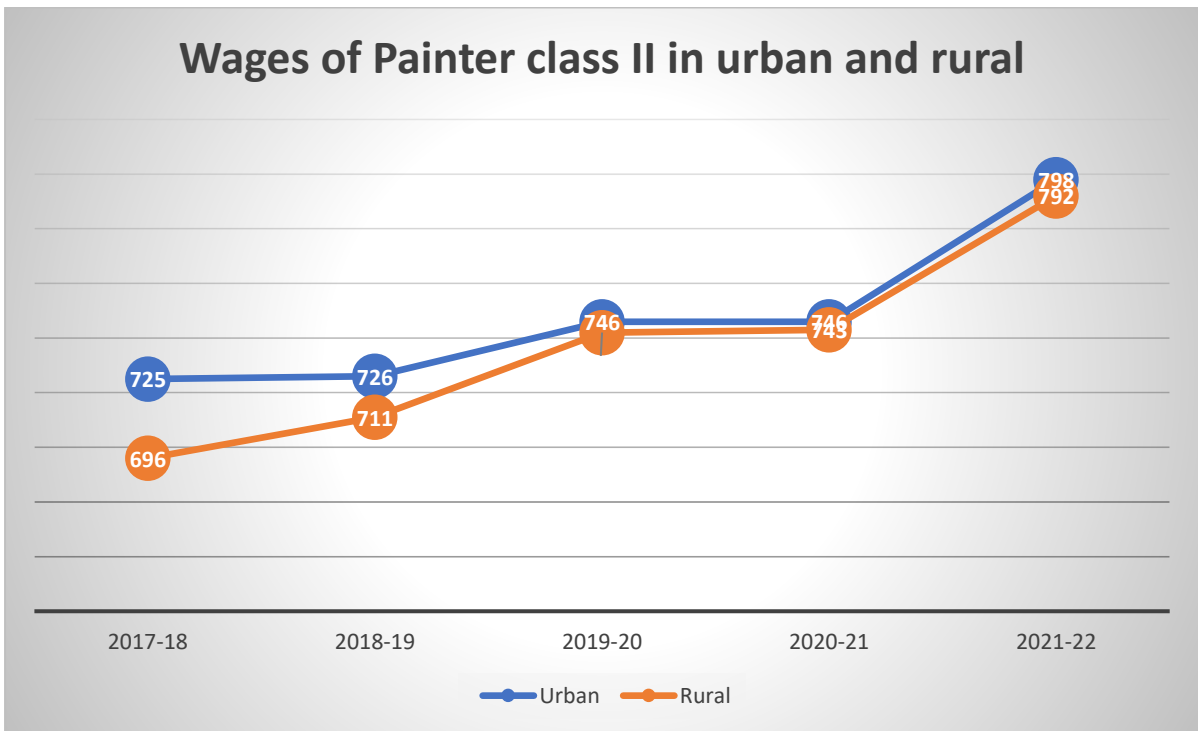
Painters have the power to transform spaces and make them more aesthetically pleasing. The wages of painting labour can vary widely depending on several factors such as the region, experience, skillset and demand for their services. Generally speaking painters in urban areas tend to earn more than those in rural areas due to the higher cost of living in urban areas. In rural areas, painters may earn less due to the lower demand for their services and the lower cost of living. Experienced and skilled painters (I class) in Kerala is earning more than those who have just got started in the profession. This is because they can complete work faster and with better quality, making them more valuable to employers.

The following is the wages of painters from 2017 to 2022 in urban and rural area of Kerala State.

Year	Wages in Urban ( in Rs)		Wages in Rural (in Rs)	
	Painter I class	Painter II class	Painter I class	Painter II class
<b>2017-18</b>	800	725	775	696
<b>2018-19</b>	806	726	783	711
<b>2019-20</b>	828	746	816	742
<b>2020-21</b>	856	746	840	743
<b>2021-22</b>	879	798	869	792



The graph indicates that while both urban and rural wages for first-class painters have increased steadily, the rural wages saw larger percentage increases in certain years, narrowing the wage gap between urban and rural areas. Both urban and rural wages reached their highest levels in 2021-22, with rural wages growing at a slightly faster rate than urban wages in the most recent years.



While both urban and rural wages for second-class painters have increased over the years, rural wages showed faster growth early on, narrowing the wage gap between urban and rural areas. However, urban wages took a significant leap in 2021-22, maintaining a slight edge over rural wages. Both categories saw substantial increases in the latest year 2021-22.

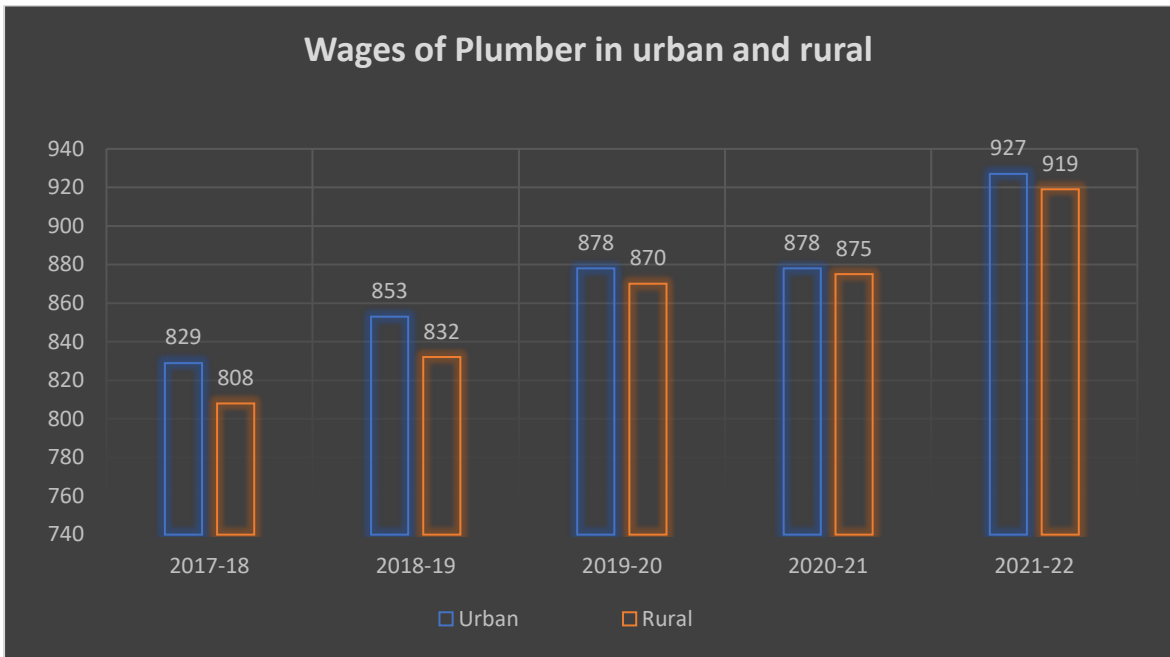
Throughout the five-year period, Painter I class has earned higher wages than Painter II class and this trend is evident in both urban and rural areas.

#### **6.4. Wages of Plumber and Plumber helper**

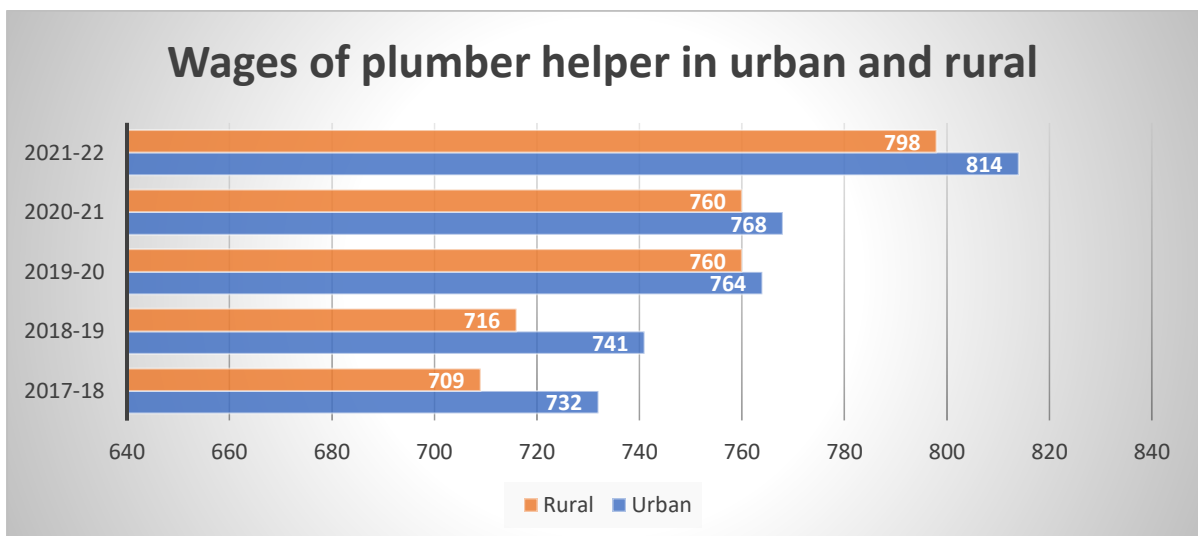
Plumbers and plumber helpers both play important roles in the plumbing industry, but they have different levels of experience and responsibilities. Plumbers are highly skilled professionals who are responsible for interpreting blueprints, planning and executing plumbing projects and ensuring that all plumbing work meets building codes and safety standards. Plumber helpers, on the other hand are entry-level positions in the plumbing industry. They work under the supervision of plumbers and assist with various plumbing tasks. Both of them play a crucial role in the construction industry and their work is essential to ensuring proper functioning and safety of the building's water supply, drainage and sanitation systems.

The following table represent the wages of plumbers from 2017 to 2022 in urban and rural area of Kerala.

Year	Wages in Urban (in Rs)		Wages in Rural (in Rs)	
	Plumber	Plumber helper	Plumber	Plumber helper
<b>2017-18</b>	829	732	808	709
<b>2018-19</b>	853	741	832	716
<b>2019-20</b>	878	764	870	760
<b>2020-21</b>	878	768	875	760
<b>2021-22</b>	927	814	919	798



Urban plumber wages have consistently been higher than rural wages. However, the gap between urban and rural wages has decreased from 2017-18 to 2021-22.



Both urban and rural plumber helpers have seen their wages rise over the years. Urban wages have generally grown at a steadier pace, while rural wages saw a more fluctuating pattern, especially with no change during 2020-21 due to the covid- 19 pandemic. The year 2021-22 witness significant growth in wages of plumber helper of 5% and 6% respectively in rural and urban areas.

Wages of plumber and plumber helper is more in urban area than in rural area. There are several factors that can influence the difference in wages between plumbers in urban and rural areas of Kerala. Here are a few possible reasons:

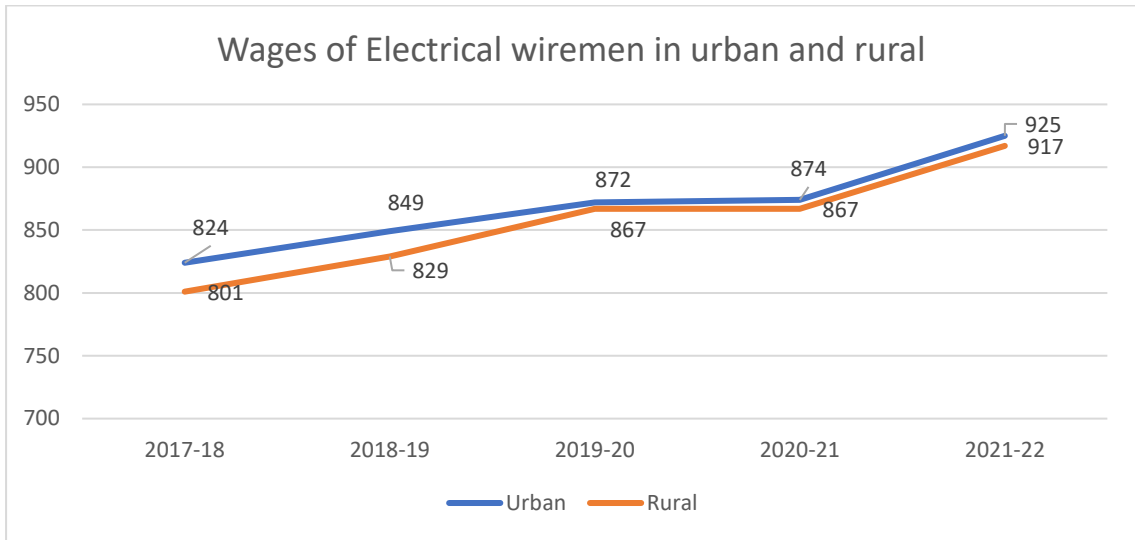
1. Demand for skilled labour: Generally, there is higher demand for skilled labour in urban areas due to the high population and higher number of buildings and infrastructure projects. This higher demand can drive up wages for skilled workers such as plumbers.
2. Cost of living: The cost of living in urban areas is typically higher than that in rural areas, which can result in higher wages to compensate for the higher cost of living.
3. Competition: In urban areas, there may be more competition among plumbing companies for customers, which can drive up wages for skilled workers in order to attract and retain top talent.

These factors can contribute to the wage differences between plumbers in urban and rural areas of Kerala. Urban wages of plumbers are consistently higher than rural wages, but the difference is minimal in the last few years, indicating a trend towards wage parity. The wage gap for plumber helpers is slightly more variable. Urban wages have been higher than rural wages throughout, but the gap has narrowed, particularly in the last two years.

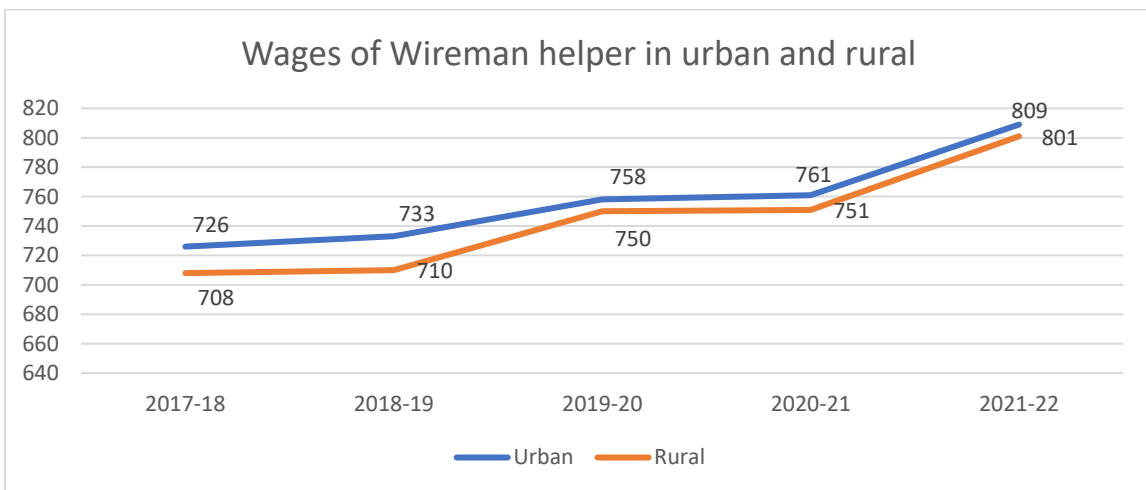
#### **6.5. Wages of Electrical wiremen and helper**

Electrical wiremen are skilled professionals who specialize in the installation, maintenance and repair of electrical wiring systems in buildings. They must have a thorough understanding of electrical codes, safety standards and wiring system to perform their job duties safely and effectively. While electrical wireman helpers are typically entry-level workers who assist electrical wiremen with their job duties. They work under the direction of more experienced professionals to help with tasks. Electrical wiremen and their helpers are essential members for construction industry as they are responsible for ensuring that buildings are safe, functional, efficient and compliant with all relevant regulations.

Year	Wages in Urban (in Rs)		Wages in Rural (in Rs)	
	Electrical Wireman	Wireman helper	Electrical Wireman	Wireman helper
<b>2017-18</b>	824	726	801	708
<b>2018-19</b>	849	733	829	710
<b>2019-20</b>	872	758	867	750
<b>2020-21</b>	874	761	867	751
<b>2021-22</b>	925	809	917	801



Over the five-year period, rural wiremen's wages grew faster than urban wages, with rural wages rising by 14.5% compared to 12.3% in urban areas signifying a shift toward wage equality for electrical wiremen in both regions.



The faster wage growth in rural areas compared to urban areas is notable, with rural wages increasing by 13.1% over five years compared to 11.4% in urban areas. The wage gap between urban and rural areas has remained consistent, but rural wages are growing at a faster rate closing the gap marginally.

Wage rates in urban and rural area can vary depending on a variety of factors including location, expertise and industry. However, in general wages for skilled worker like electrical wiremen tend to be higher in urban areas than in rural areas due to factors such as higher demand, higher living costs. For both electrical wiremen and helper, the wage difference between urban and rural areas has been decreasing over the years. This



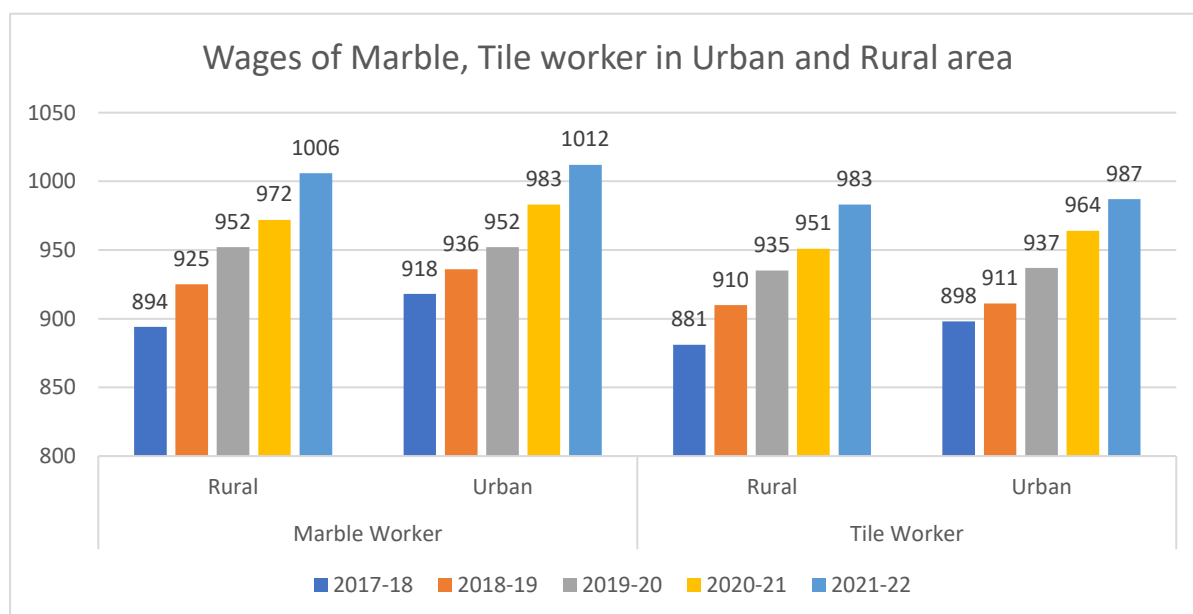
suggests that wage parity is being achieved gradually, with rural areas catching up to urban areas in terms of compensation.

### 6.6. Wages of tile and marble workers

Tile, marble workers are essential to the construction industry as they provide specialized services that are crucial to the completion of many types of building projects. These specialized workers can greatly enhance the aesthetics of a building project.

Following is the wages of tiles, marble workers in urban and rural area from 2017 to 2022

Year	Wages in Rural (in Rs)		Wages in Urban (in Rs)	
	Marble Worker	Tiles Worker	Marble Worker	Tiles Worker
2017-18	894	881	918	898
2018-19	925	910	936	911
2019-20	952	935	952	937
2020-21	972	951	983	964
2021-22	1006	983	1012	987



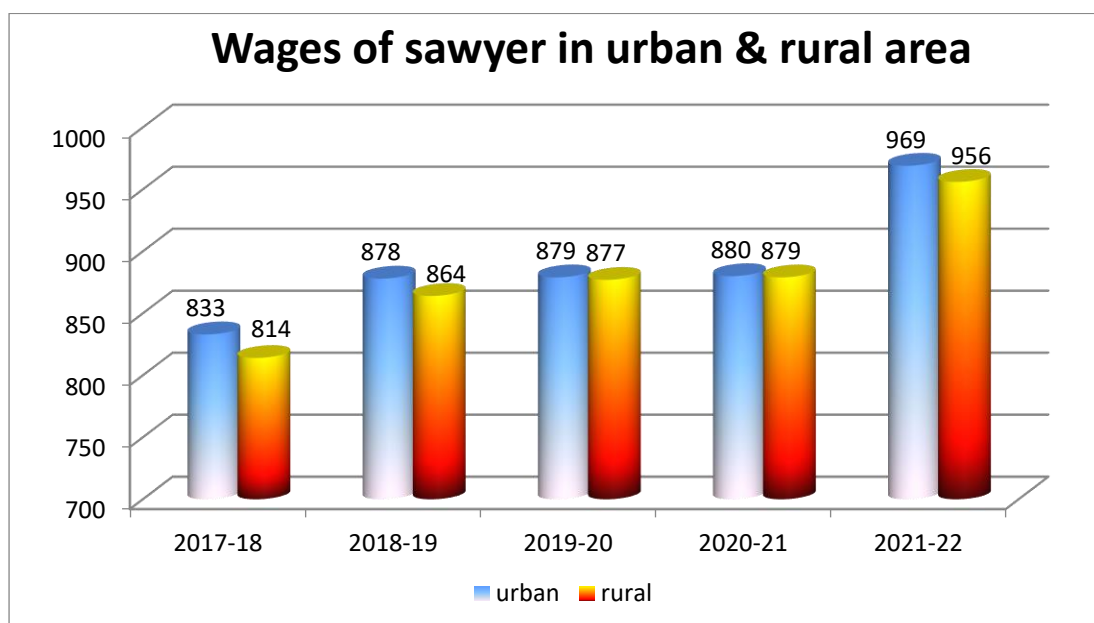
Upon analyzing the table, we can observe that the wages of both types of workers have been increasing over the years. The wages of workers engaged in marble, tile have increased to 10.24%, 9.91% in urban areas and 12.53%, 11.58% in rural areas respectively. The increasing trend in wages is likely due to the growth of the construction industry and the demand for skilled labor as well as to beat inflation and the overall increase in the cost of living.

Even though the wages of these workers are generally higher in urban areas than in rural in absolute terms, but if we look at the percentage growth in wages of these workers over the 5 year period it indicates that rural wages are slowly catching up with urban centers and if the current trends continue, rural workers may achieve wage parity with urban workers.

### 6.7 . Wages of Sawyer

Year	Wages of sawyer (in Rs)	
	Urban area	Rural area
<b>2017-18</b>	833	814
<b>2018-19</b>	878	864
<b>2019-20</b>	879	877
<b>2020-21</b>	880	879
<b>2021-22</b>	969	956

A sawyer is a skilled craftsman who specializes in cutting and shaping logs into planks and scanting. Sawyers are essential to the wood industry as their work provides the raw materials for a variety of products including furniture, construction materials and paper products. Sawyers must be knowledgeable about the different types of wood and their uses to ensure that they are producing high-quality lumber that meets the needs of their customers.



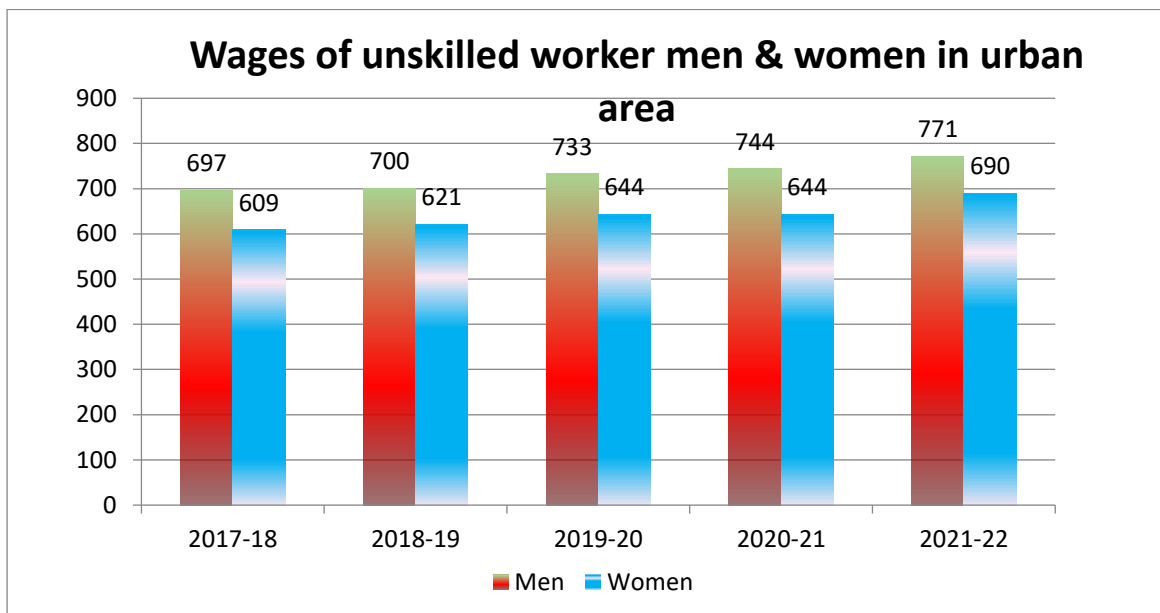
Urban sawyers wages increased by 16.3% over the five-year period, while rural sawyers wages increased by 17.4%, indicating a slightly higher wage growth in rural areas. By 2021-22, the wage difference between urban and rural areas was Rs.13 down from Rs. 19 in 2017-18. This suggests a narrowing wage gap between urban and rural sawyers over time, implying that rural wages are catching up to urban wages for sawyers.

#### **6.8. Wages of unskilled workers (Men and Women)**

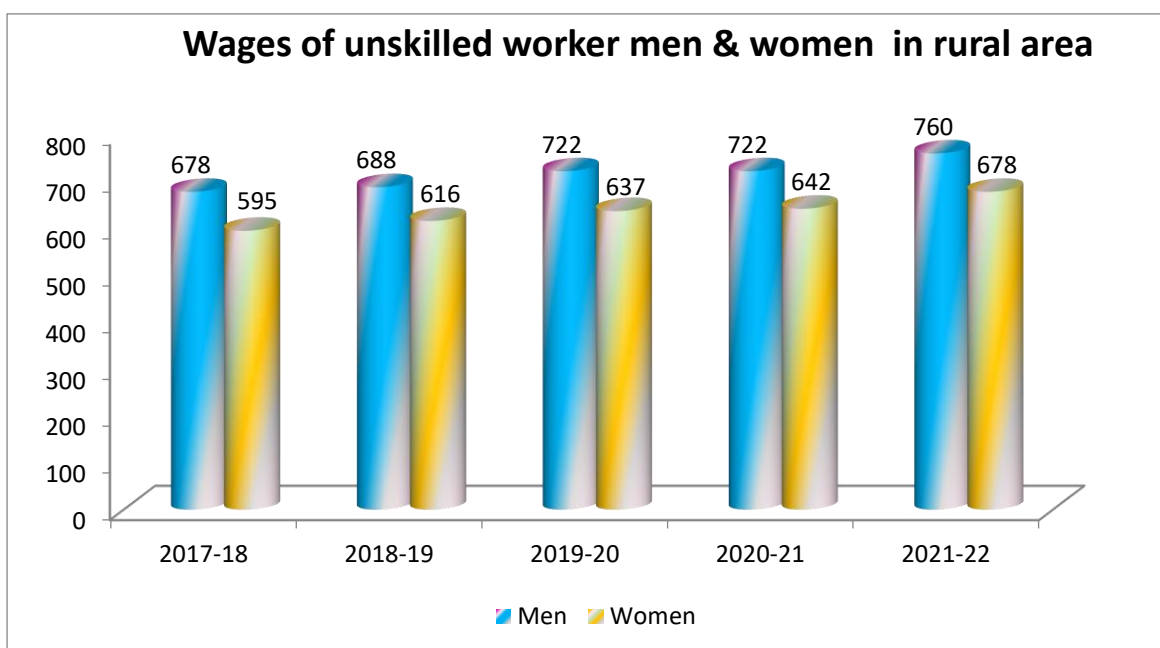
Unskilled workers play a crucial role in the construction industry and their importance cannot be overstated. Unskilled workers are essential in the construction industry providing critical support for skilled workers, flexibility, cost-effectiveness and positive impacts on the local economy. They are typically paid lower wages than skilled workers, which make them more cost-effective for employers. This is especially important in construction projects with tight budgets. Hence their contributions are crucial to the success of construction projects and their importance should not be underestimated.

Following is the average daily wages of unskilled workers (men and women) in urban and rural area from 2017 to 2022

<b>Year</b>	<b>Wages in Urban (in Rs)</b>		<b>Wages in Rural (in Rs)</b>	
	Unskilled Worker (Men)	Unskilled Worker (Women)	Unskilled Worker (Men)	Unskilled Worker (Women)
<b>2017-18</b>	697	609	678	595
<b>2018-19</b>	700	621	688	616
<b>2019-20</b>	733	644	722	637
<b>2020-21</b>	744	644	722	642
<b>2021-22</b>	771	690	760	678



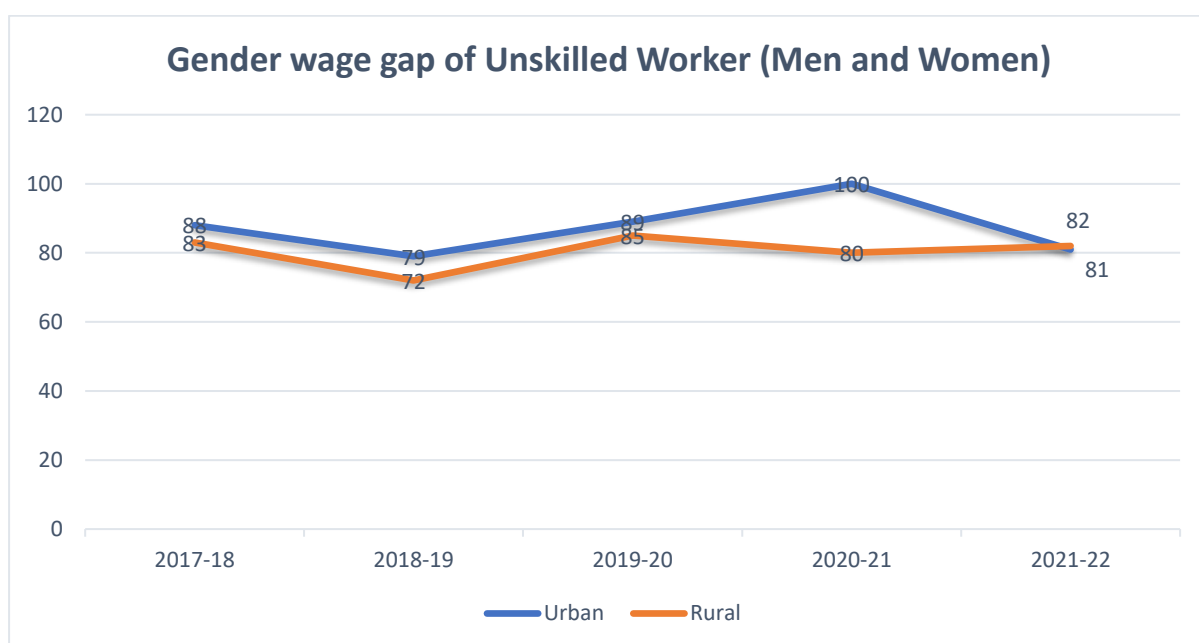
In urban area the average wages of unskilled male workers increased from 697 in 2017-18 to 771 in 2021-22, representing a 10.6% increase over the 5-year period. The average wages of unskilled women workers during the same period increased from 609 to 690, representing a 13.3% increase. In all years, the average wages of male unskilled workers were higher than the average wages of female unskilled workers.



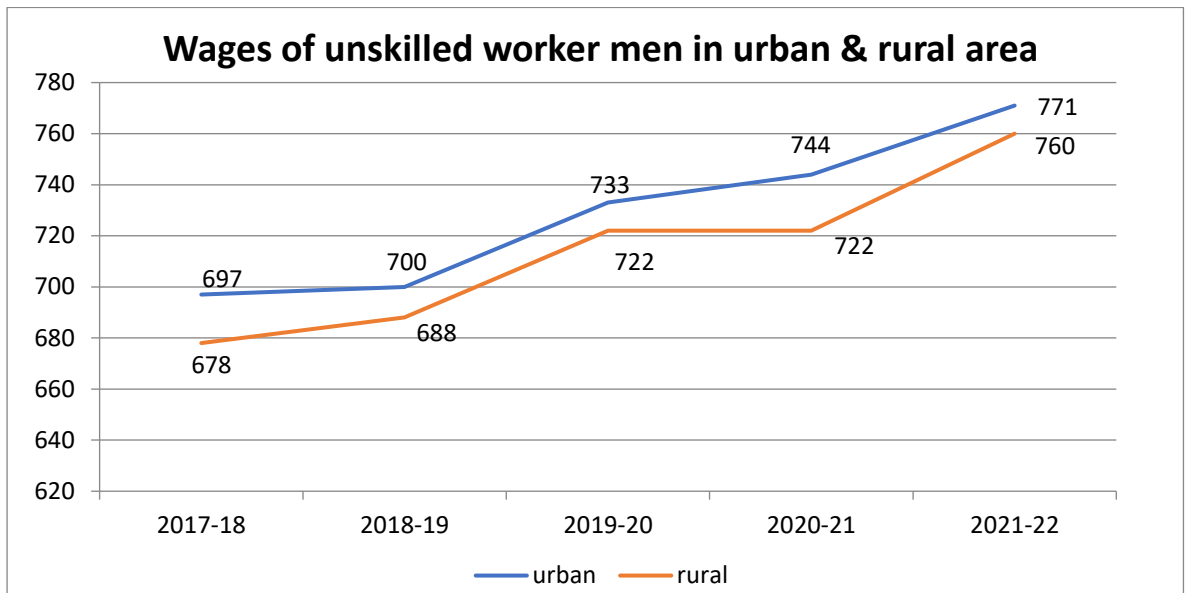
In rural areas, wages of unskilled male workers increased from 678 in 2017-18 to 760 in 2021-22, representing a 12.1% increase over the period. While the average wages of unskilled female workers increased from 595 in 2017-18 to 678 in 2021-22, representing a 13.9% increase over the 5-year period. In all these years, the average wages

of male unskilled workers were higher than the average wages of female unskilled workers.

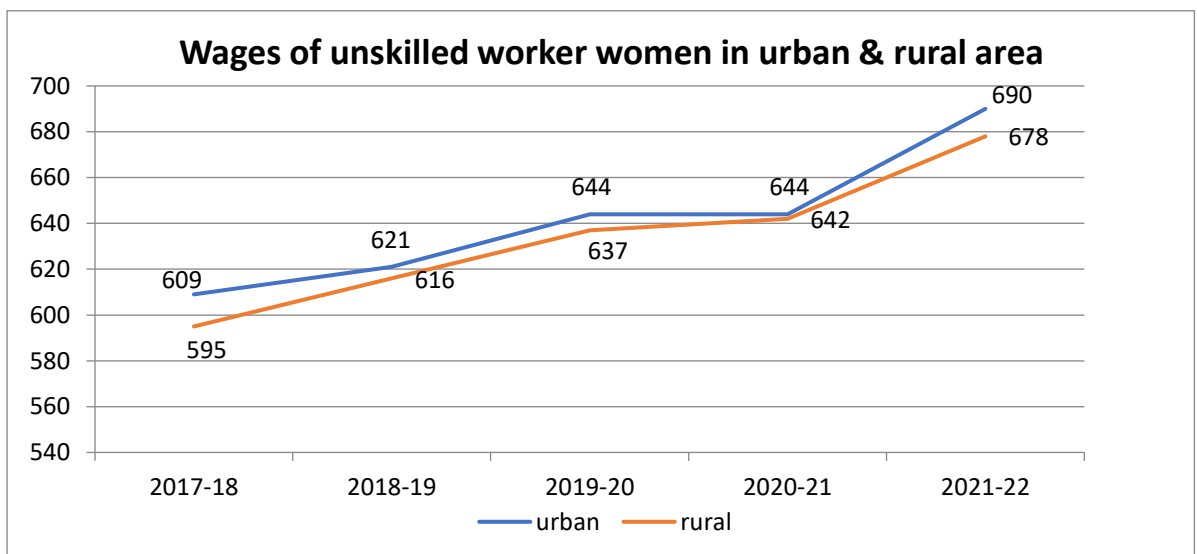
Year	Gender wage gap of unskilled worker (men and women)	
	Urban (in Rs.)	Rural (in Rs.)
<b>2017-18</b>	88	83
<b>2018-19</b>	79	72
<b>2019-20</b>	89	85
<b>2020-21</b>	100	80
<b>2021-22</b>	81	82



If we analyze the gender wage gap of unskilled worker in urban and rural area it ranges in between Rs 70 to 100 over the five-year period. The fluctuations in gender wage gap is noticed relatively higher in urban area compared to rural. In recent years, both areas seem to have converged towards similar levels of gender wage inequality, although urban areas appear to have slightly more progress in narrowing the gap overall.



The average wages of unskilled workers male in urban areas of Kerala were 2.11 % higher than the workers in rural areas over the years.

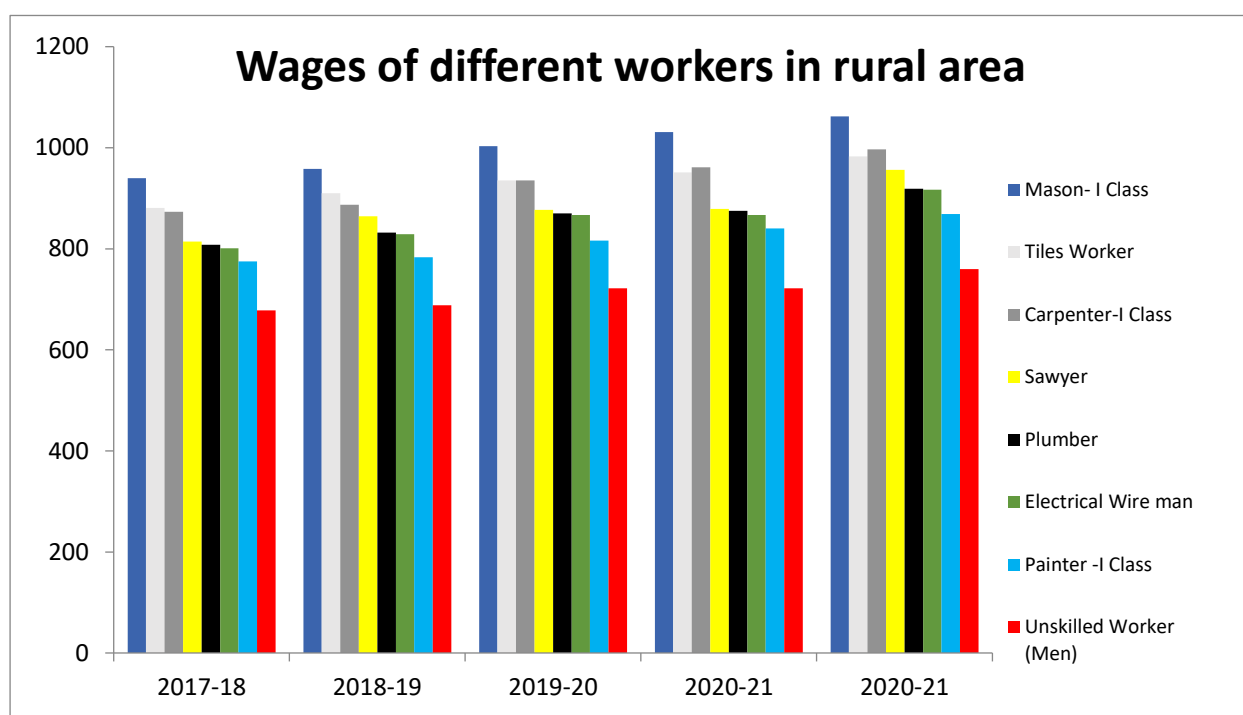


The average wages of women unskilled workers in urban areas were 1.27% higher than the average wages of female unskilled workers in rural areas over the years.

Both unskilled workers in urban and rural areas of Kerala have experienced increases in their average wages over the 5-year period, although the increase was slightly higher for urban workers.

### Average daily wages of construction labours in rural area (State average –in Rs.)

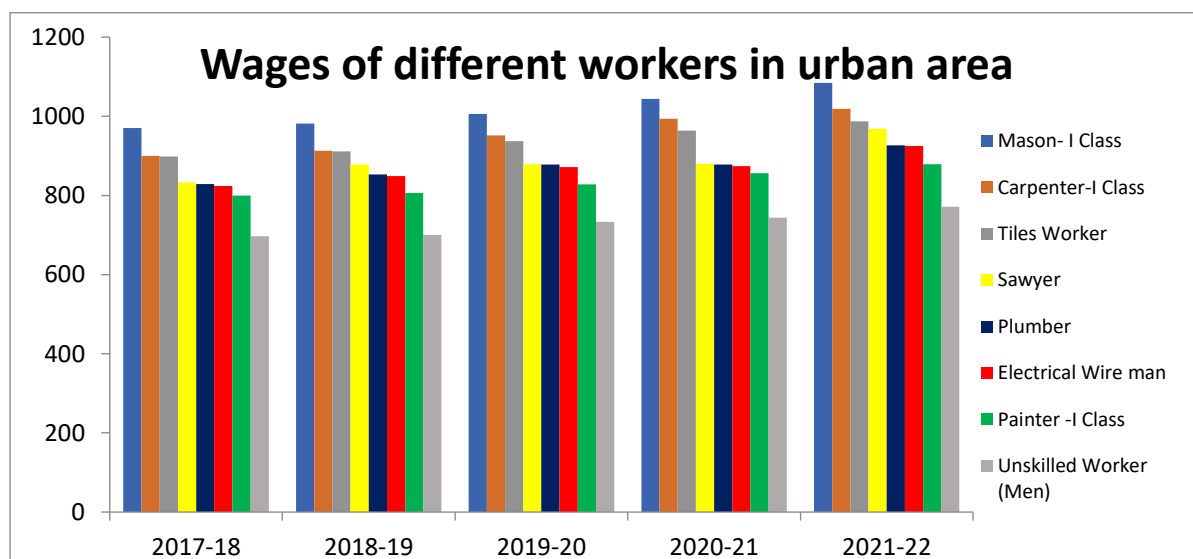
	2017-18	2018-19	2019-20	2020-21	2021-22
Carpenter-I Class	873	887	935	961	997
Carpenter- II Class	788	802	847	869	904
Mason- I	940	958	1003	1031	1062
Mason-II	911	918	964	984	1013
Marble Worker	894	925	952	972	1006
Tiles Worker	881	910	935	951	983
Painter -I Class	775	783	816	840	869
Painter - II Class	696	711	742	743	792
Sawyer	814	864	877	879	956
Plumber	808	832	870	875	919
Plumber Helper	709	716	760	760	798
Electrical Wire man	801	829	867	867	917
Wireman Helper	708	710	750	751	801
Unskilled Worker (Men)	678	688	722	722	760
Unskilled Worker (Women)	595	616	637	642	678



Throughout the years under consideration in rural areas, daily wages of mason I class was the highest and daily wages of unskilled worker was lowest in the rural area.

**Average daily wages of construction labours in urban area (State average - in Rs.)**

	2017-18	2018-19	2019-20	2020-21	2021-22
Carpenter-I Class	900	913	952	994	1019
Carpenter-II Class	816	824	858	905	916
Mason- I	970	982	1006	1044	1084
Mason-II	939	943	971	1001	1035
Marble Worker	918	936	952	983	1012
Tiles Worker	898	911	937	964	987
Painter -I Class	800	806	828	856	879
Painter - II Class	725	726	746	746	798
Sawyer	833	878	879	880	969
Plumber	829	853	878	878	927
Plumber Helper	732	741	764	768	814
Electrical Wire man	824	849	872	874	925
Wire Man Helper	726	733	758	761	809
Unskilled Worker (Men)	697	700	733	744	771
Unskilled Worker (Women)	609	621	644	644	690



In urban areas also, from 2017-18 to 2021-22 the daily wages of mason I class is consistently higher than wages of all other workers and unskilled workers earn the lowest among them



### 6.9 Percentage wise change in wages of construction labour from 2017-18 to 2021-22

Category of worker	Percentage change in wages of construction workers from 2017-18 to 2021-22	
	Rural	Urban
Carpenter-I Class	14.20	13.22
Carpenter- II Class	14.72	12.25
Mason- I	12.98	11.75
Mason-II	11.20	10.22
Marble Worker	12.53	10.24
Tiles Worker	11.58	9.91
Painter -I Class	12.13	9.88
Painter - II Class	13.79	10.07
Sawyer	17.44	16.33
Plumber	13.74	11.82
Plumber Helper	12.55	11.20
Electrical Wire man	14.48	12.26
Wireman Helper	13.14	11.43
Unskilled Worker (Men)	12.09	10.62
Unskilled Worker (Women)	13.95	13.30



In general, rural workers across all categories have experienced a higher percentage increase in wages compared to their urban counterparts. This suggests that there has been a more substantial wage adjustment in rural areas over the given period.

The wage growth for rural workers ranges from 11.20% to 17.44%, whereas for urban workers, it ranges from 8.98% to 16.33%. In rural area, Sawyer (17.44%) leads in wage growth, followed by Carpenter-II Class (14.72%). While in urban area, Sawyer (16.33%) also saw the highest wage increase, followed by Carpenter-I Class (13.22%). Unskilled Worker (Women) had a notable increase in both rural (13.95%) and urban (13.30%) areas, which is quite close to the wage increases for skilled categories. While Unskilled Worker (Men) experienced a lower wage increase compared to women in both regions, with 12.09% in rural areas and 10.62% in urban areas. The trend indicates an effort to address the wage gap between skilled and unskilled labor as well as between urban and rural workers

## **7. Wage index of construction labours**

Wage index is a statistical measure that tracks changes in the level of wages over time. The index is constructed by comparing the average wage in a given year to the average wage in a base year and expressing the difference as a percentage. The base year serves as a reference point for measuring changes in wages over time. In this case, the base year is taken as 2012-13, and the index measures changes in the wages of labour in subsequent years.

Wage indices are useful because they provide a way to compare changes in wages over time that accounts for inflation and other factors influencing economy of the State. They can also help to identify the occupations, where wages are growing faster or slower than that of the overall economy. Wage indices are useful to understand trends in wages over time and to compare changes in wages across different industries and occupations.

**Wage Index of construction labours in rural area with base year 2012-13**

Year	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Carpenter-I Class	100	114	122	131	136	144	146	154	159	165
Carpenter-II Class	100	114	122	131	139	144	147	155	159	165
Mason- I Class	100	114	122	130	136	155	158	166	170	176
Mason-II Class	100	113	121	130	136	153	154	162	165	170
Marble Worker	100	112	118	126	132	140	145	149	152	158
Tiles Worker	100	112	117	125	131	138	142	146	149	154
Painter -I Class	100	113	121	129	136	145	146	153	157	162
Painter – II Class	100	112	121	131	139	147	150	157	157	167
Sawyer	100	109	115	116	125	128	136	138	139	151
Plumber	100	115	124	132	138	149	153	160	161	169
Plumber Helper	100	115	123	134	142	150	151	160	160	168
Electrical Wire man	100	114	121	131	136	145	150	157	157	166
Wire Man Helper	100	113	120	131	138	146	146	154	155	165
Unskilled Worker (Men)	100	115	124	132	139	144	146	153	153	161
Unskilled Worker (Women)	100	120	130	140	146	155	160	165	167	176

Table (A)

**Wage Index of construction labours in urban area with base year 2012-13**

Year	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Carpenter-I Class	100	115	124	133	138	147	149	156	162	167
Carpenter-II Class	100	117	125	136	143	150	152	158	167	169
Mason- I Class	100	115	124	133	138	159	161	165	171	178
Mason-II Class	100	115	124	133	138	157	158	163	168	173
Marble Worker	100	112	119	128	133	142	144	147	152	156
Tiles Worker	100	112	120	129	133	140	142	146	150	154
Painter -I Class	100	115	126	136	142	152	153	157	163	167
Painter - II Class	100	117	128	140	147	158	158	163	163	174
Sawyer	100	112	118	122	129	131	138	138	138	152
Plumber	100	116	126	136	140	151	156	160	160	169
Plumber Helper	100	115	126	139	145	153	155	160	161	170
Electrical Wire man	100	116	126	136	141	151	156	160	161	170
Wire Man Helper	100	116	126	139	144	153	154	160	160	170
Unskilled Worker (Men)	100	115	126	135	140	147	148	155	157	163
Unskilled Worker (Women)	100	117	130	140	145	154	157	163	163	174

Table(B)

### **7.1. Analysis of wage index in rural area**

The table (A) provides the wage index of various construction workers in rural areas of Kerala from 2012-13 to 2021-22 and presents several key trends and insights.

There is a consistent upward trend in wages across all labour categories from the base year 2012-13 to 2021-22. This indicates an increase in the wages of construction labour over the years, which may reflect inflationary pressures, increased demand for skilled labour and economic growth. While all categories show growth, the pace of wage increases differs. Skilled workers generally show higher growth compared to unskilled workers. The highest increase in the wage index over the years is observed for Mason-I class and unskilled workers (women). The lowest increase in wage index over the years is observed for sawyer.

In case of carpenter, the wage index increased from 100 to 165 for both class I and class II by 2021-22. The growth in wage index was steady and there was little difference in wage growth between class I and class II.

Masons class I experienced a notable wage increase reaching 176 in 2021-22, showing a strong growth pattern. Particularly, there was a sharp increase from 136 in 2016-17 to 155 in 2017-18, indicating potential demand for this category of workers. Among the construction labour in our study mason class I seen highest wage index growth. While in case of mason class II follows a similar pattern but at a slightly slower rate ending at 170 by 2021-22.

While both categories of workers engaged in flooring work experienced slower wage growth compared to carpenters and masons. The wage index of marble and tiles workers show moderate growth, both reaching around 158 and 154 respectively by 2021-22.

In case of painter I class wage index steadily grew to 162 while painter II class saw a slightly higher growth to 167 by 2021-22. The wage growth for both classes was similar, indicating consistent demand for both class of painters.

Plumbers experienced one of the highest wage growths, reaching 169 by 2021-22. The sharp increase from 132 in 2015-16 to 149 in 2017-18 indicates heightened demand during that period. While plumber helpers followed a similar trend, reaching index at 168 by 2021-22.

Both the electrical wireman and wireman helper saw steady increases, reaching 166 and 165 respectively. The wage index for these roles remained consistent, showing similar demand across these categories.

Wage growth for sawyers was more modest compared to other categories, with an increase from 100 to 151 over the ten-year period. This could indicate less demand in this category.

Unskilled workers both men and women, saw strong wage growth with the index reaching 161 for men and 176 for women by 2021-22. Interestingly unskilled women workers saw higher wage growth compared to men, which could indicate a growing demand for female labour in rural construction sectors.

## **7.2. Analysis of wage index in urban area**

The table (B) provides the wage index for construction labour in urban areas from 2012-13 to 2021-22 also shows a consistent upward trend, with some variations across different categories of workers. Like in rural areas, skilled labour categories tend to exhibit faster wage growth compared to unskilled labour. By 2021-22, many skilled categories are converging around a similar wage index level, suggesting a narrowing gap in demand for different types of skilled labour in urban areas.

Class I carpenter wages increased from 100 to 167, while class II carpenter wages rose slightly more to 169 by 2021-22. The growth is steady, with class II showing slightly higher wage increases in the latter years, possibly due to increased demand for mid-level carpentry skills in urban areas.

Mason I class saw significant wage growth, at 178 by 2021-22, with a sharp increase between 2016-17 and 2017-18 (from 138 to 159). This suggests high demand for skilled masons during this period. Mason II class follows a similar trend but at a slightly lower rate, reaching 173 by 2021-22. Like mason class I a significant jump occurred between 2016-17 and 2017-18.

Marble Worker and tiles Worker wages grew at a moderate pace, reaching 156 and 154, respectively, by 2021-22. Their wage growth was slower compared to other labour categories.

Painter I class wages rose to 167 by 2021-22, while painter II class reached 174. Like other skilled categories, wage growth was steady, with a particularly strong increase after 2016-17 onwards. The rise in painter II class wages suggests that even lower-level painters saw rising demand in urban construction projects.

Plumbers saw significant wage growth reaching 169 by 2021-22, with a particularly sharp increase from 136 in 2015-16 to 151 in 2017-18. This indicates a growing need for plumbing expertise in urban construction. While plumber helpers followed a similar trend, ending at 170 suggesting that even low-skilled labour in plumbing became more valuable over time.

Electrical wiremen wage index reached 170 by 2021-22, showing steady growth. Like plumbers, electricians saw increased wage growth starting around 2016-17 with a significant rise in the latter years. Wireman helpers experienced nearly identical wage growth, ending at 170. The parallel growth in both categories indicates consistent demand for electrical services across skill levels in urban areas.

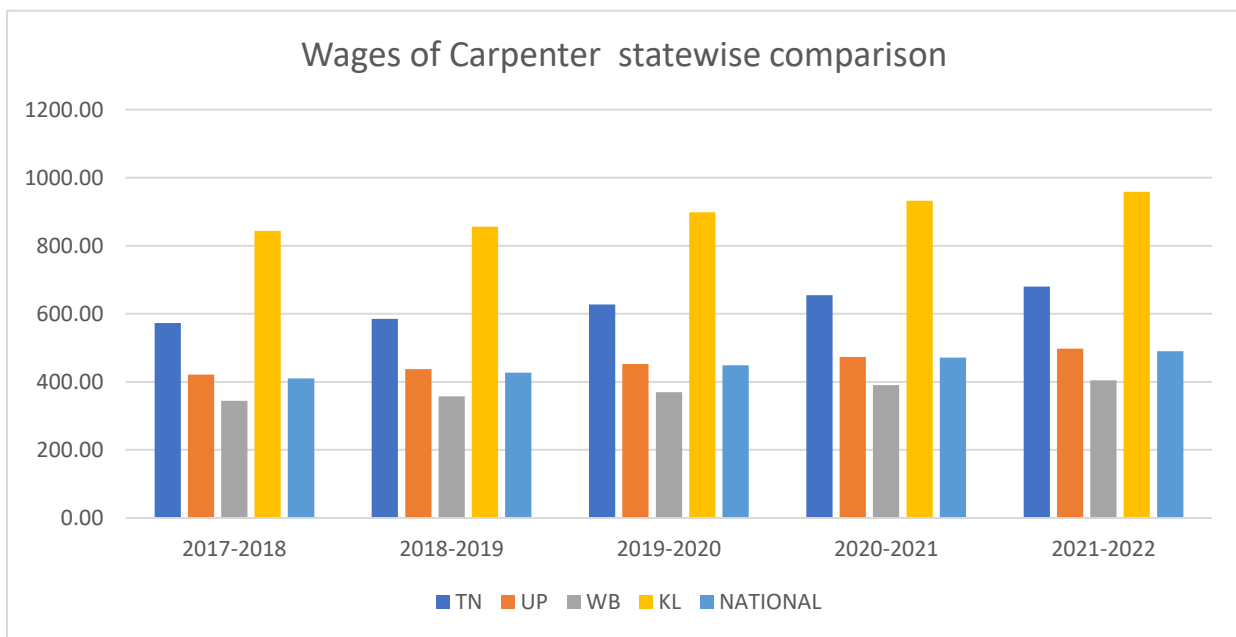
Sawyers experienced more modest wage growth, reaching 152 by 2021-22. Their wage index remains lower than most other skilled labour categories, indicating less demand for them in urban area.

Unskilled worker men saw a wage increase to 163 by 2021-22. Although the growth was steady, it was slower compared to more skilled labour categories. Unskilled worker women reached 174, showing a higher growth rate than men, much like in rural areas. This trend suggests increased participation and perhaps targeted efforts to improve wages for women in urban construction.

## **8. State wise comparison of wages of construction workers from 2017 to 2022**

A comparative study on the wages of some category of construction worker is taken up for study from 2017 to 2022. The wages of mason, electrician, plumber, carpenter are taken from states of Kerala, Tamil Nadu, Uttar Pradesh, West Bengal and also National average are analysed below. Kerala has become a prominent destination for migrant labourers, particularly in the construction industry due to several factors like wage structure, economic opportunities and they have contributed to significant migration from other Indian states.

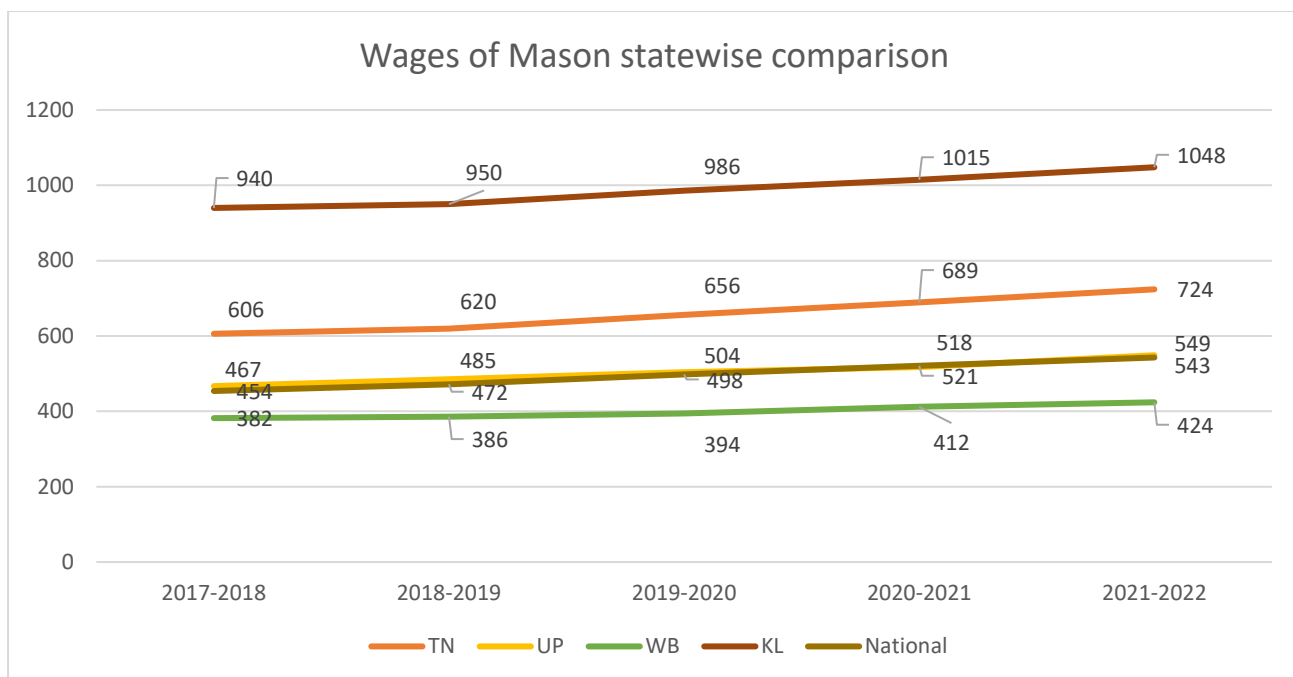
Wages of Carpenter					
Year	Tamil Nadu	Uttar Pradesh	West Bengal	Kerala	National
2017-2018	573	422	345	844	410
2018-2019	585	437	357	856	427
2019-2020	627	452	370	898	449
2020-2021	654	473	391	932	471
2021-2022	681	498	405	959	490



A carpenter in Kerala gets paid 45% more than in Tamil Nadu, 100% more than Uttar Pradesh, 140% more than West Bengal, around 100% more than all India national average.

Wages of Mason					
Year	Tamil Nadu	Uttar Pradesh	West Bengal	Kerala	National
2017-2018	606	467	382	940	454
2018-2019	620	485	386	950	472
2019-2020	656	504	394	986	498
2020-2021	689	518	412	1015	521
2021-2022	724	549	424	1048	543

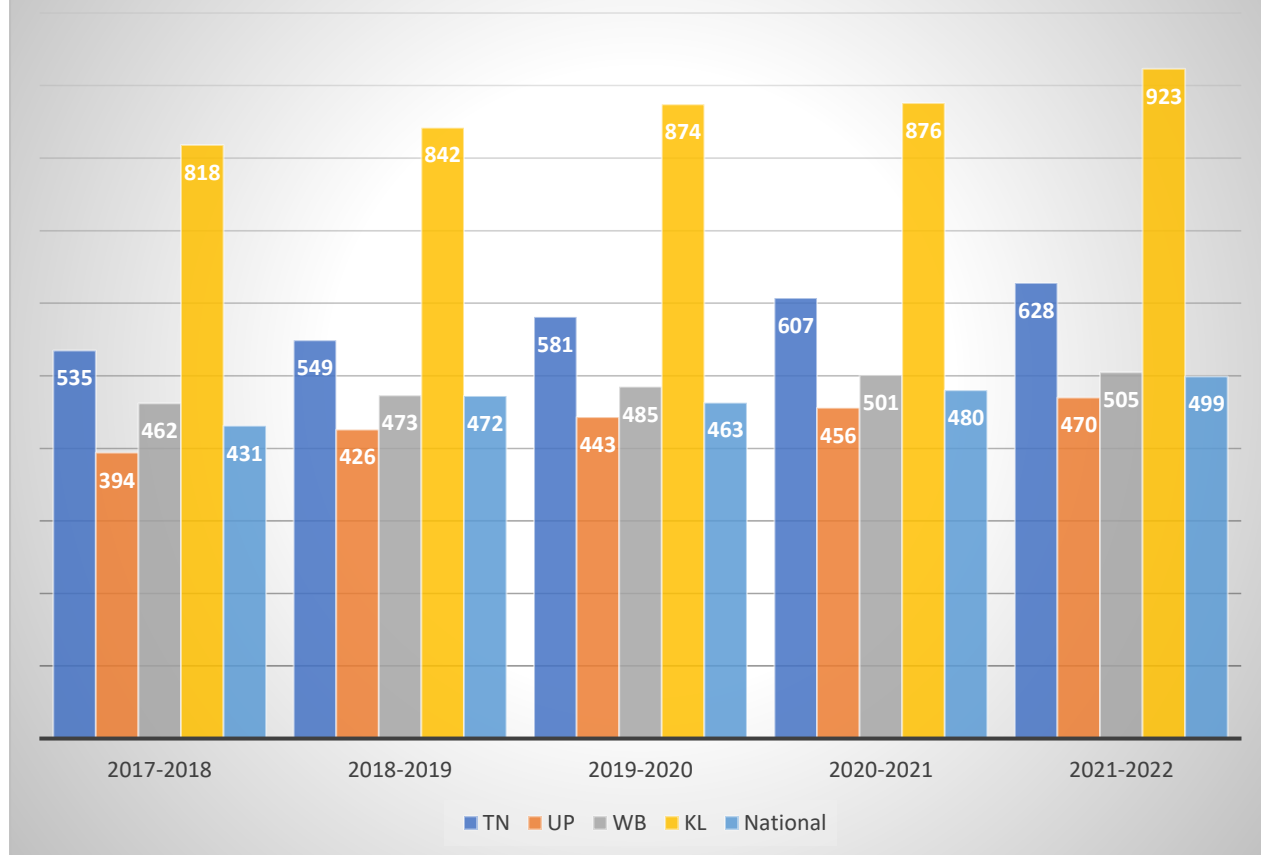




The mason in Kerala gets paid 50% more than the wages in Tamil Nadu, 100% more than Uttar Pradesh, around 150% more than West Bengal and 100% more than all Indian national average.

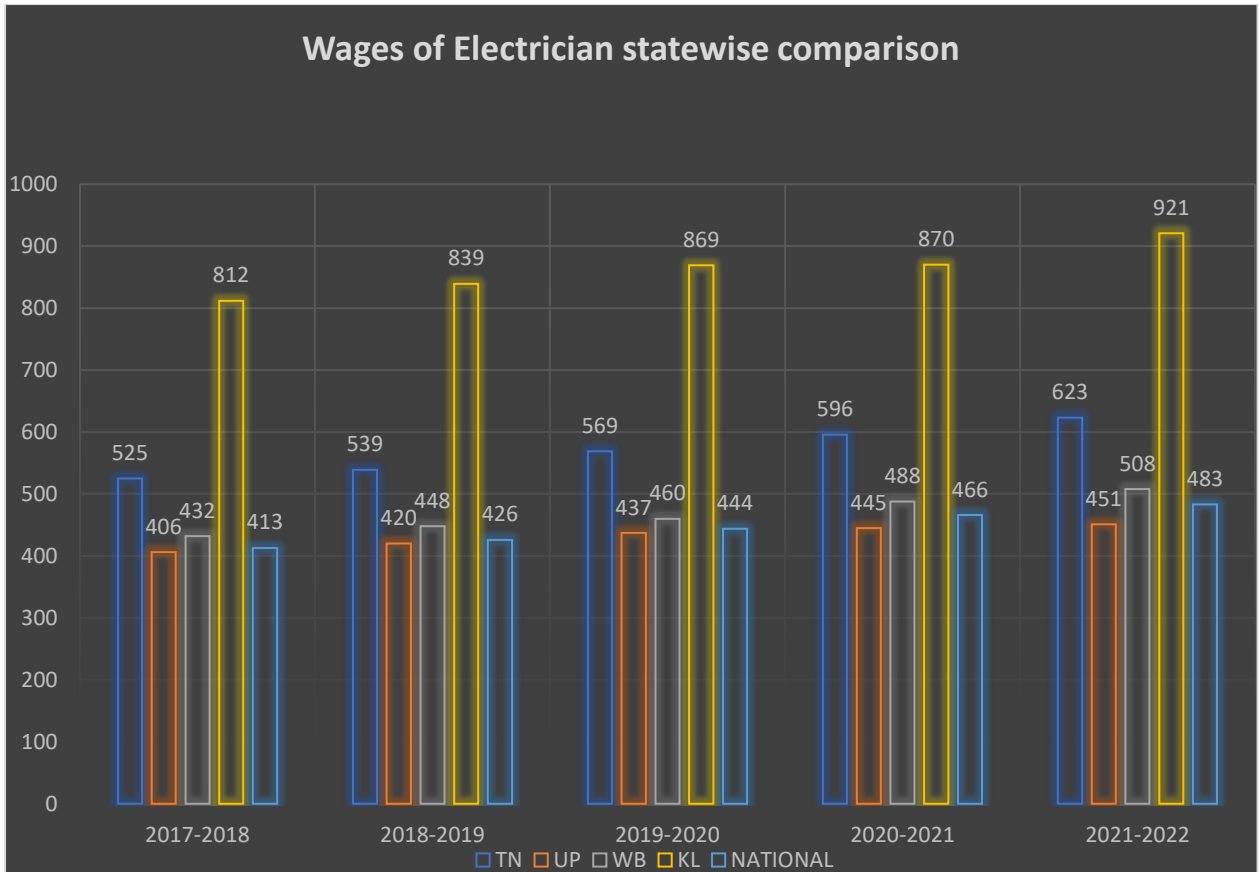
Year	Tamil Nadu	Uttar Pradesh	West Bengal	Kerala	National
2017-2018	535	394	462	818	431
2018-2019	549	426	473	842	472
2019-2020	581	443	485	874	463
2020-2021	607	456	501	876	480
2021-2022	628	470	505	923	499

## Wages of Plumber statewise comparison



The wages of Plumbers in Kerala get paid more than 50% than in Tamil Nadu, 100% more than Uttar Pradesh, 80% more than West Bengal and 90% more than all India national average.

Wages of Electrician					
Year	Tamil Nadu	Uttar Pradesh	West Bengal	Kerala	National
2017-2018	525	406	432	812	413
2018-2019	539	420	448	839	426
2019-2020	569	437	460	869	444
2020-2021	596	445	488	870	466
2021-2022	623	451	508	921	483



The wages of electrician in Kerala get paid almost 50% more than Tamil Nadu, around 90 to 100% more than Uttar Pradesh, West Bengal and all India national average.

The state of Kerala pays significantly higher wages than states like Uttar Pradesh, West Bengal, and Tamil Nadu. The wages of labourers in Kerala is about 100% higher than national averages. This makes Kerala an attractive destination for migrant labourers especially from Northern and Eastern Parts of India to seek employment in Kerala. Other factors like better working conditions, rapid urbanization and infrastructure development, labour shortages in blue collar jobs also attract labour migration to Kerala.

## **9. Findings and analysis: commercial sector**

Commercial sector encompasses a broad range of businesses activities involved in the production and distribution of goods and services for profit. It includes sectors such as retail, wholesale. The sector's significance lies in its contribution to economic growth, job creation etc. The commercial sector plays a crucial role in managing complex supply chains, ensuring the smooth flow of goods and services from producers to consumers.

Wholesale establishments typically serve as intermediaries between manufacturers and retailers supplying goods in bulk at discounted prices. These wholesalers often operate from warehouses to facilitate easy transportation to store large quantities of goods. Retail, the final stage in the distribution of goods to consumers, is a dynamic and essential component of the global economy. It encompasses a vast array of businesses, from small independent shops to large multinational chains all aiming to meet the diverse needs and preferences of consumers. Retail plays a crucial role in shaping consumer experiences, driving economic growth and contributing significantly to employment worldwide.

It is essential to ensure fair and equitable compensation for employees in shops and establishments. Sample survey allows collecting comprehensive data on employee wages across different industries, sectors and regions. Collection of wage details of employees in the construction and commercial sectors is invaluable for governments at various levels providing crucial insights and facilitating effective policy formulation and enforcement. By collecting wage details, Government can ensure that employees are receiving fair compensation for their work. This helps prevent instances of wage theft or underpayment of wages. Governments can utilize wage details to formulate labour policies aimed at promoting fair wages, safe working conditions and labour rights protection. This includes setting minimum wage standards, establishing regulations for overtime pay and ensuring compliance with labour laws and industry standards.

By monitoring wage levels and employment practices, authorities can identify instances of wage theft, underpayment, or non-compliance with labour standards and take appropriate enforcement actions.

## 9.1 Salesman

Salesman plays a pivotal role in both wholesale and retail environments. In these settings, salespersons serve as the face of the business, directly engaging with customers, understanding their needs and ultimately driving revenue. In wholesale shops, salespersons typically focus on building relationships with businesses rather than individual customers. Salespersons are tasked with maintaining relationships with existing clients while actively seeking out new business opportunities. In contrast, retail salespersons cater directly to individual consumers. They assist shoppers in finding products, providing information about features, prices and with purchase decisions. They recommend complementary products to enhance the shopping experience and increase sales.

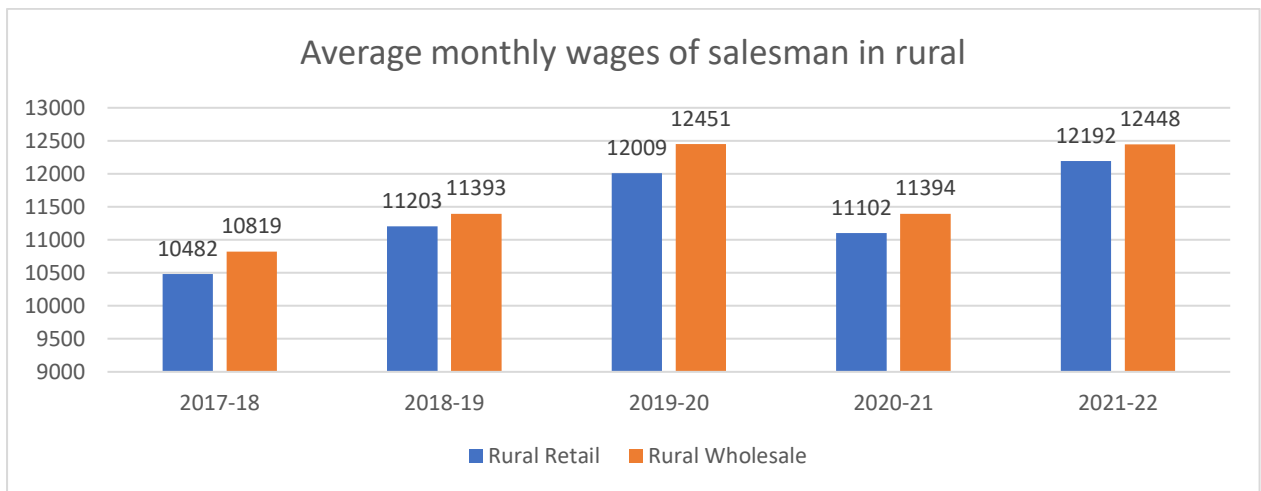
Salespersons play a crucial role in driving revenue and fostering customer relationships in both wholesale and retail environments. By possessing essential skills, employing effective strategies and embracing their roles as brand ambassadors, salespersons contribute significantly to the success and growth of businesses in these sectors. The wages of a salesman are influenced by a combination of individual qualifications, industry dynamics, employer practices and broader economic factors.

### Average monthly wages of salesman

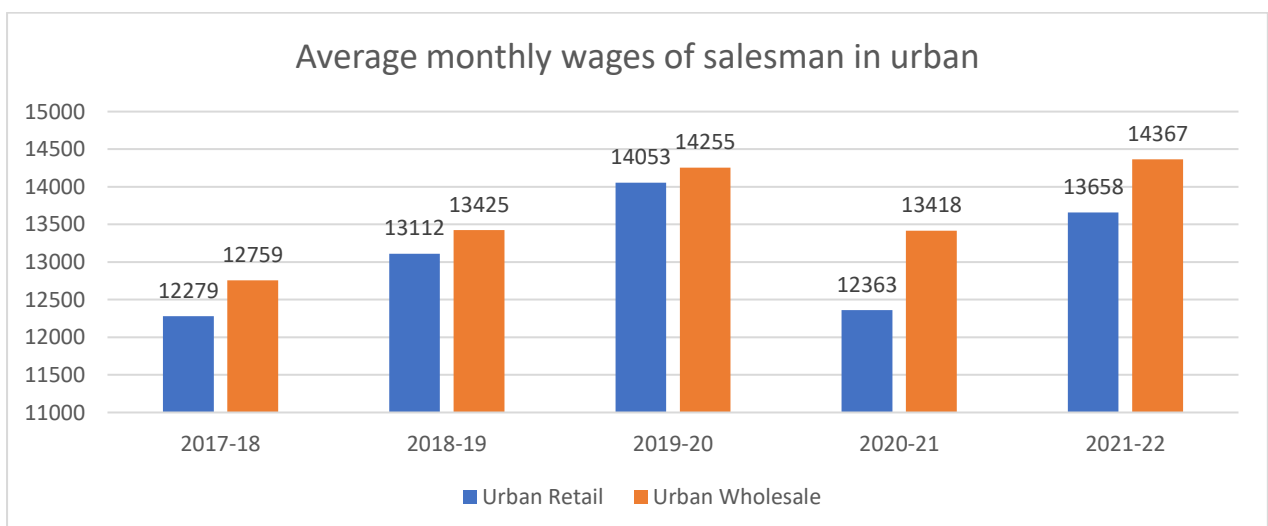
Average monthly wages of salesman (in Rs)				
Year	Rural Retail	Rural Wholesale	Urban Retail	Urban Wholesale
2017-18	10482	10819	12279	12759
2018-19	11203	11393	13112	13425
2019-20	12009	12451	14053	14255
2020-21	11102	11394	12363	13418
2021-22	12192	12448	13658	14367

The average monthly wages of salesman irrespective of sector and area witnessed growth in wages of 16.31 % in rural retail, 15.05% in rural wholesale, 11.2 % in urban retail and 12.61% in urban wholesale. In absolute terms the wages in urban area exceed rural while

analysing the wage growth in percentage terms rural areas leap forward than urban counterparts.



The salesman in rural area witnessed year over year growth in wages apart from the 2020-21, in which lockdown was imposed due to Covid 19 outbreak. There is no consistent pattern in the wage gap, with the gap widening and narrowing in different years. On an average wholesale wages have been higher by about Rs.303.4 than retail wages. Overall, wage growth has been solid in both sectors, with retail experiencing a slightly higher growth percentage compared to wholesale and in absolute terms wholesale consistently pays more than retail in each year.



The salesman in urban area witnessed year over year growth in wages apart from sharp fall in wages in 2020-21. The wage gap shows considerable fluctuations over the years, it consistently decreased from 2017-18 to 2019-20. However, the gap sharply increased in

2020-21 to indicating a sudden fall in retail wages most possibly due to Covid 19 outbreak. By 2021-22, the gap narrowed again but still remained high compared to the earlier trend. On average, wholesale wages were higher by Rs.551.8 than retail wages during this period.

Urban retail consistently paid higher wages than rural retail, with the wage gap fluctuating year to year. The average wage gap as a percentage in retail sector between urban and retail represents how much more urban retail wages were compared to rural retail wages. The average wage gap percentage over the five-year period was 14.92% which implies urban retail wages were 14.92 % higher than rural retail wages. While in case of wholesale sector the wage gap is 16.68% which implies urban wholesale wages were 16.68% more than rural wholesale wages.

### **NIC codes of shops in which wages are highest and lowest**

This report provides an analysis of the wages of salesmen in Kerala's urban and rural sector categorized by NIC codes. It focuses on identifying the NIC codes associated with the highest and lowest wages across different years.

#### 1) Salesman - rural retail

Across the years under consideration, wages associated with NIC Code 5520 consistently stood out as the highest among all NIC codes except for a change observed in 2020-21, where the highest wage was attributed to NIC Code 5252. In the first two years of analysis, the lowest wages were reported in the category represented by NIC Code 5240. However, in the subsequent three years the NIC Code 5259 category recorded the lowest wages.

Year	NIC code of shops in which wages of salesman is	
	Highest	Lowest
2017-18	5520	5240
2018-19	5520	5240
2019-20	5520	5259
2020-21	5252	5259
2021-22	5520	5259

## 2) Salesman-urban retail

The wages for salesmen in shops have NIC Code 5050 consistently show the highest wages among all NIC codes throughout the years. The wages for salesmen in shops have NIC Code 5240 consistently show the lowest wages among all NIC codes throughout the years except for the year 2020-21. In the year 2020-21 lowest wage was in the category NIC Code 5251.

Year	NIC code of shops in which wages of salesman is	
	Highest	Lowest
2017-18	5050	5240
2018-19	5050	5240
2019-20	5050	5240
2020-21	5050	5251
2021-22	5050	5240

## 3) Salesman-rural wholesale

NIC Code 5121 represents the category with the highest wages for salesmen in the rural wholesale sector during the years 2017-18 and 2018-19. In 2019-20, the wages for salesmen in shops have NIC Code 5159 emerges with the highest wages. NIC Code 5141 represents the category with the highest wages in the years 2020-21 and 2021-22. In contrast, NIC Code 5151 consistently recorded the lowest wages for salesmen across first three years and then NIC Code 5110 in the last two years under consideration.

Year	NIC code of shops in which wages of salesman is	
	Highest	Lowest
2017-18	5121	5151
2018-19	5121	5151
2019-20	5159	5151
2020-21	5141	5110
2021-22	5141	5110



#### 4) Salesman-urban wholesale

NIC Code 5149 consistently represents the category with the highest wages for salesmen in the urban wholesale sector during the years 2017-18 and 2018-19. In 2019-20, NIC Code 5143 emerges with the highest wages and this trend continued in the subsequent years. In contrast, NIC Code 5152 consistently recorded the lowest wages for salesmen across all years under consideration.

Year	NIC code of shops in which wages of salesman is	
	Highest	Lowest
2017-18	5149	5152
2018-19	5149	5152
2019-20	5143	5152
2020-21	5143	5152
2021-22	5143	5152

## 9.2 Manager

Managers are individuals within an organization responsible for overseeing a specific department, team or area of operation. They are typically tasked with planning, organizing, directing and controlling resources to achieve organizational goals efficiently and effectively. Managers generally possess a combination of leadership, communication, decision-making, problem-solving and interpersonal skills. They may also be responsible for hiring, training and developing staff as well as managing budgets, resources and performance evaluations within their respective areas of responsibility.

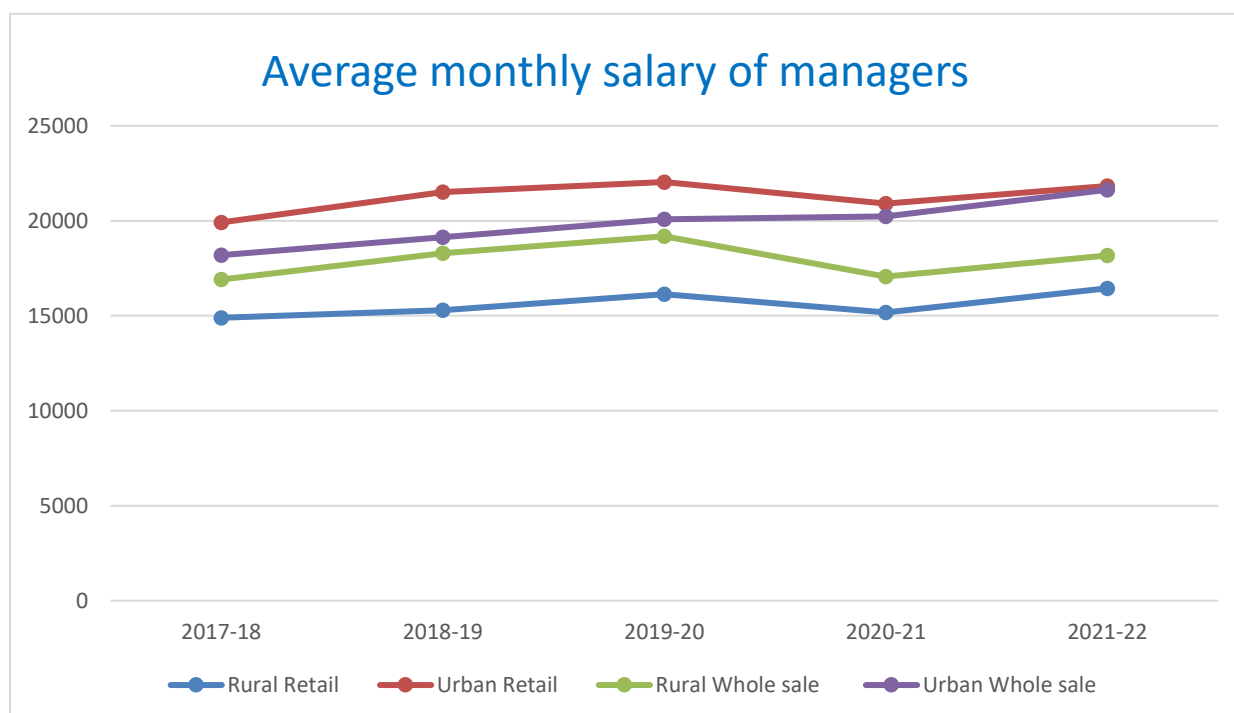
Managers in both wholesale and retail shops play crucial roles in ensuring the smooth operation of the business and maximizing profitability. Some of the key roles of managers in wholesale and retail shops are inventory management, sales and customer service, staff management and training, budgeting and financial management, marketing and promotions, compliance and risk management

Overall, managers in both wholesale and retail shops play multifaceted roles that require strong leadership, organizational and interpersonal skills to drive success in a competitive market environment.

### Average monthly salary of manager

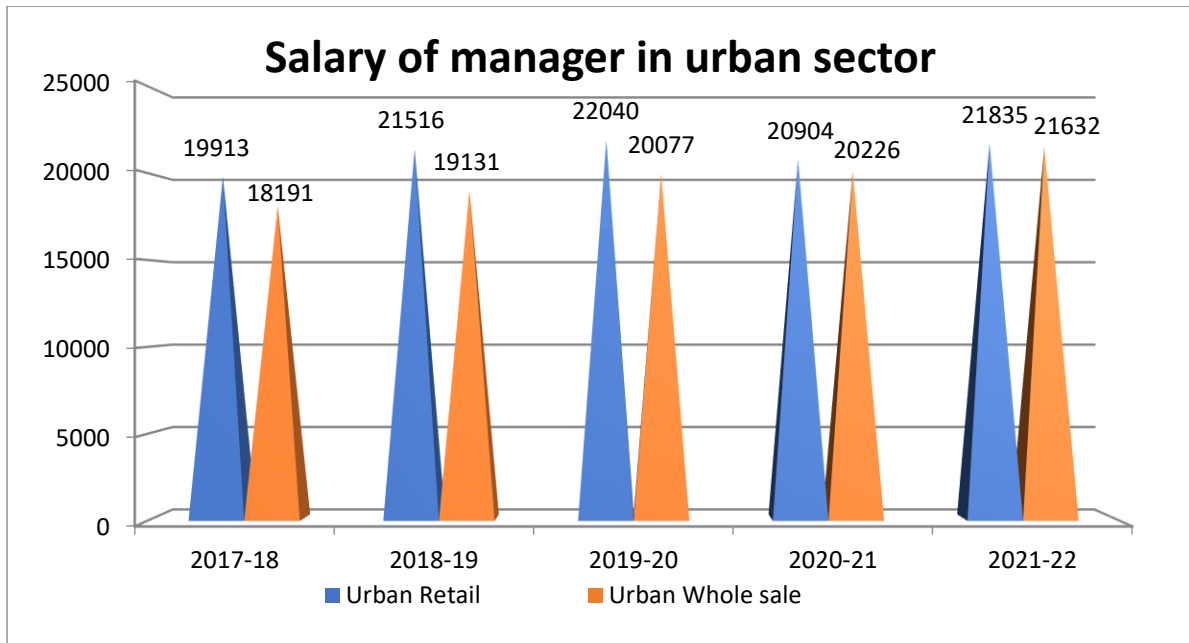
Average monthly wages of managers in shops across different sectors (rural retail, urban retail, rural wholesale and urban wholesale) from 2017-18 to 2021-22 is given below.

Average monthly salary of managers ( in Rs)				
Year	Rural Retail	Urban Retail	Rural Wholesale	Urban Wholesale
2017-18	14894	19913	16907	18191
2018-19	15291	21516	18289	19131
2019-20	16130	22040	19184	20077
2020-21	15167	20904	17069	20226
2021-22	16445	21835	18175	21632

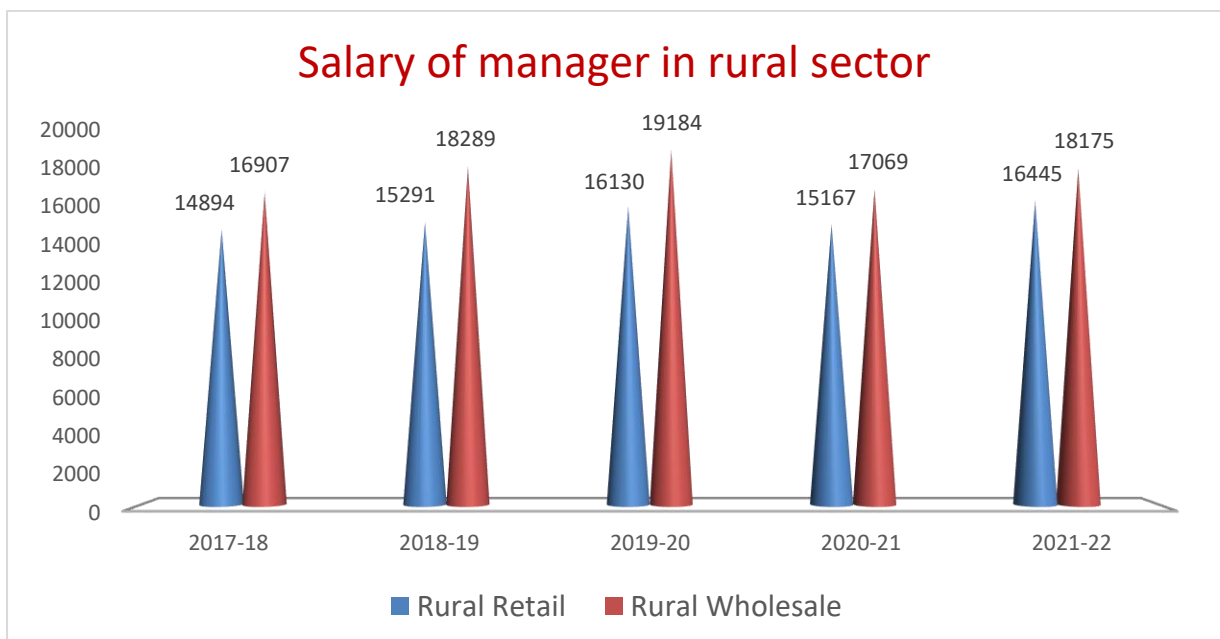


The average monthly wages of managers irrespective of sector and area witnessed growth in wages of 10.41 % in rural retail, 7.50 % in rural wholesale, 9.65 % in urban retail and 18.92% in urban wholesale. Both rural and urban sectors show consistent growth in salary over the years, except for the fluctuations in 2020-21. These fluctuations could be influenced

by various factors such as changes in market demand, economic conditions and due to COVID-19. The salaries of managers in urban sectors consistently surpass those in rural sectors, indicating regional disparities in wage levels. This could be driven by differences in cost of living and market demand.



The managers in urban area witnessed an year over year growth in wages till 2019-20. Due to covid 19 outbreak the wages of managers saw a decline in wages particularly in urban retail by almost 5%, while in urban wholesale the decline in wages was around 0.74%. The wage gap narrows significantly in 2020-21, as the salary in wholesale nearly matches that in retail.



Rural wholesale generally offers higher salaries than retail. Both sectors faced declines in 2020-21, likely due to the global economic disruptions caused by the COVID-19 pandemic. However, wholesale was more severely impacted, with an 11% drop compared to a 6% decline in Retail. 2021-22 has seen a recovery in both sectors, with retail surpassing pre-pandemic levels, while wholesale has yet to fully recover. suggest that retail may have adapted more quickly to changing market conditions, whereas wholesale is taking longer to bounce back. The wage gap between rural and urban area is declining though for 2021-22, the wage gap stood at Rs. 1730.



Urban retail consistently paid higher wages than rural retail, the wage gap between rural and urban retail remains consistently high throughout the years. By 2021-22, the wage gap narrows slightly to Rs 5,390, reflecting that rural retail salaries are catching up to some extent with urban retail salaries, but the gap remains significant. The wage gap between rural and urban wholesale is small at the beginning of the period, starting at Rs 1284 in 2017-18, shrinking to Rs 842 in 2018-19. By 2021-22, the wage gap further widens to Rs 3457, reflecting that urban wholesale salaries have significantly outpaced rural wholesale salaries in recent years. On an average the urban retail managers were paid 36% more than rural retail managers. In case of rural areas, wholesale managers were paid 10.74 % higher than retail managers.

### NIC codes of shops in which salary are highest and lowest

The following table provides NIC codes of shops in which the salary of managers are highest and lowest for rural and urban sectors from 2017-18 to 2021-22.

Year	Sector	NIC code of shops in which salary of manager is	
		Highest	Lowest
2017-18	Rural retail	5211	5232
2018-19	Rural retail	5211	5232
2019-20	Rural retail	5211	5232
2020-21	Rural retail	5211	5260
2021-22	Rural retail	5211	5260
2017-18	Urban retail	5010	5260
2018-19	Urban retail	5010	5030
2019-20	Urban retail	5010	5030
2020-21	Urban retail	5259	5030
2021-22	Urban retail	5219	5231
2017-18	Rural wholesale	5159	5149
2018-19	Rural wholesale	5159	5149
2019-20	Rural wholesale	5159	5149
2020-21	Rural wholesale	5159	5149
2021-22	Rural wholesale	5159	5149
2017-18	Urban wholesale	5142	5110
2018-19	Urban wholesale	5142	5139
2019-20	Urban wholesale	5142	5139
2020-21	Urban wholesale	5131	5139
2021-22	Urban wholesale	5131	5110

The NIC code 5211 consistently had the highest salary for managers in rural retail shops for all the years under consideration. From 2017-18 to 2019-20, the NIC code 5232 consistently had the lowest salary for managers and in the years 2020-21 and 2021-22, there was a shift with NIC code 5260 having the lowest salary. There is variability in the NIC

codes associated with the highest and lowest salary for managers in urban retail shops over the years.

In contrast the NIC code 5159 consistently had the highest salary for managers in rural wholesale shops across all years, while NIC code 5149 consistently had the lowest salary. Similar to the urban retail sector, there is variability in the NIC codes associated with the highest and lowest salary for managers in urban wholesale shops.

### 9.3 Accountant

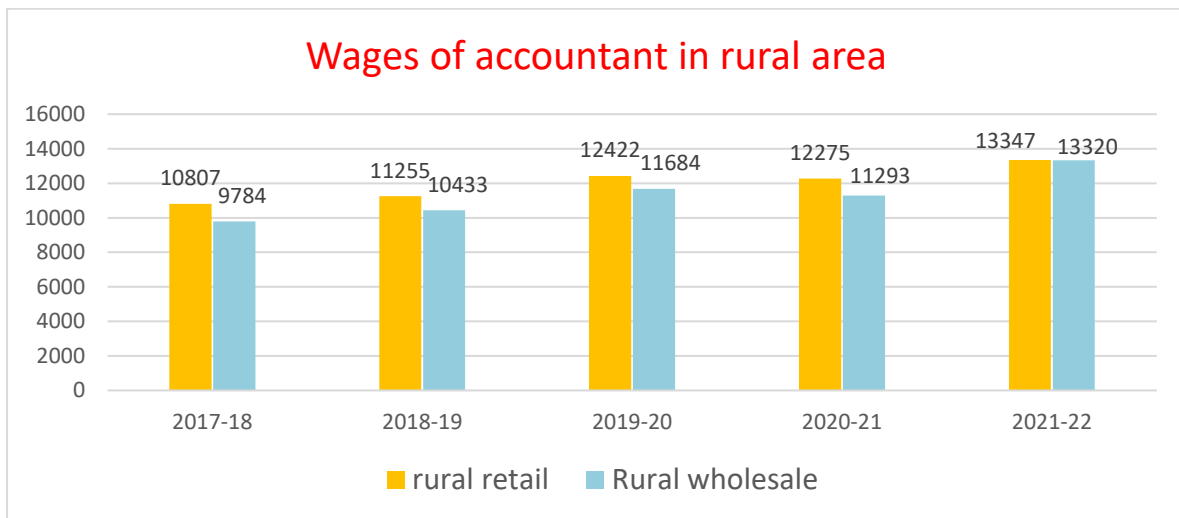
Accountants play crucial roles in shops by ensuring that financial transactions are accurately recorded, budgets are managed effectively, and regulatory compliance is maintained. They are responsible for maintaining accurate records of all financial transactions within the shop including sales, purchases, expenses and any other financial activities. Accountants also prepare financial statements such as income statements, balance sheets and cash flow statements. These reports provide shop owners with valuable insights into the financial health and performance of the business. Moreover, they ensure that the shop complies with all relevant tax laws and regulations. Overall accountants play a vital role in helping shops operate efficiently, manage their finances effectively and achieve their business objectives.

The following data presents the wages of accountants in Kerala across different sectors over a period of five years from 2017-18 to 2021-22. The wages are categorized into rural retail, urban retail, rural wholesale and urban wholesale sectors.

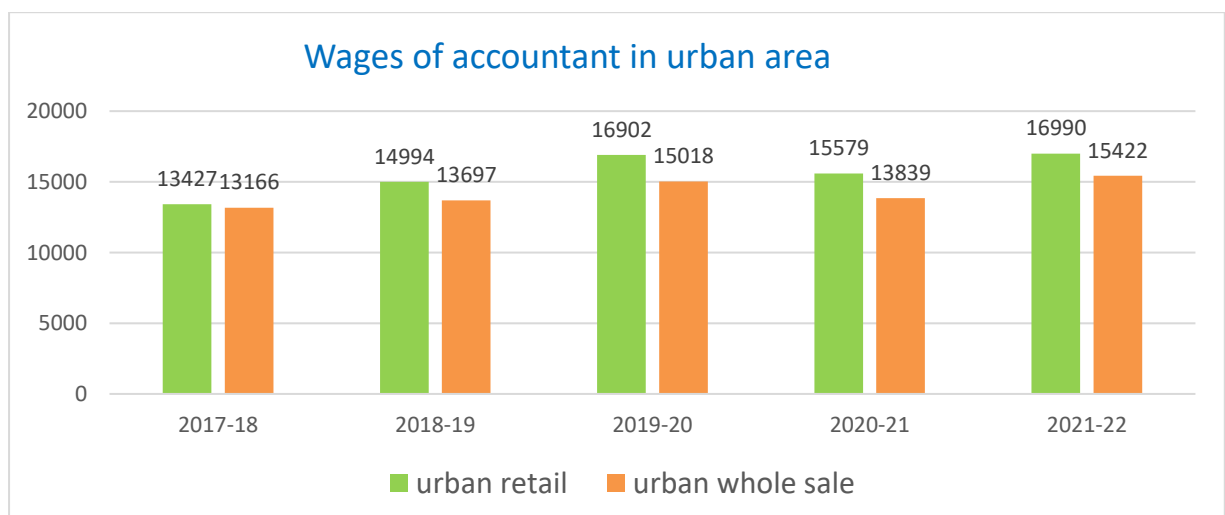
Average monthly wages of accountant (in Rs)				
Year	Rural retail	Urban retail	Rural wholesale	Urban wholesale
2017-18	10807	13427	9784	13166
2018-19	11255	14994	10433	13697
2019-20	12422	16902	11684	15018
2020-21	12275	15579	11293	13839
2021-22	13347	16990	13320	15422

The average monthly wages of accountant irrespective of sector and area witnessed growth in wages of 23.5 % in rural retail, 36.14 % in rural wholesale, 26.5 % in urban retail and 17.1% in urban wholesale. Both rural and urban sectors show consistent growth in salary over the years, except for a dip in wages in 2020-21. The salaries of accountant in urban

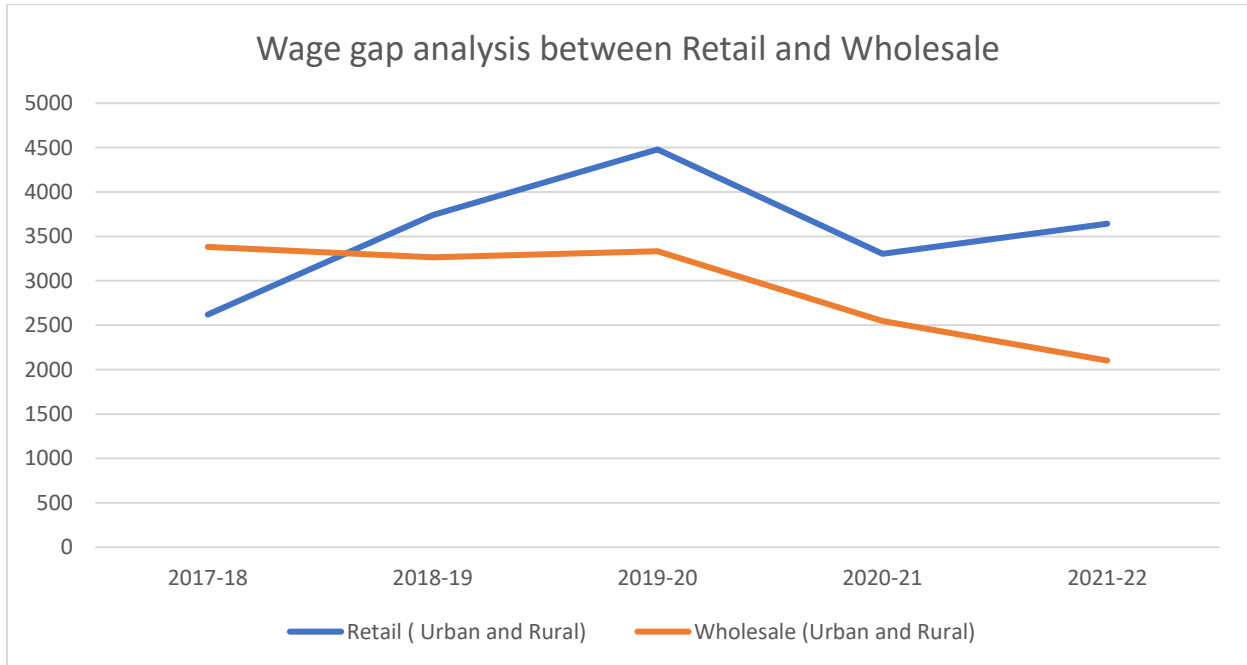
sectors consistently surpass those in rural sectors, indicating regional disparities in wage levels. This could be driven by differences in cost of living and market demand.



Over the 5-year period, the wages of accountant in both rural retail and wholesale have generally increased, with rural wholesale showing slightly higher growth rates in the latest year. Generally, exhibits an upward trend with minor fluctuations. The growth rate was highest between 2018-19 and 2019-20 but experienced a small decline in 2020-21, which reversed in 2021-22. Rural wholesale shows a similar growth pattern to retail with some fluctuations. However, the growth rate is more pronounced in the most recent year 2021-22, indicating a strong recovery or surge in wholesale activity. The wage gap has fluctuated over the years, with a general trend of decreasing from 2017-18 to 2021-22. Largest Change in wage gap occurred between 2020-21 and 2021-22, suggesting a major convergence of wages in the two sectors.



Urban retail wages have grown at a faster rate compared to urban wholesale wages over the 5-year period. The wage gap between urban retail and urban wholesale has generally increased, reflecting a larger difference in wages over time, with urban retail consistently paying more than urban wholesale.



Both sectors experienced fluctuations in their wage gaps over the 5-year period, but with opposite trends. Retail’s wage gap saw an increase up to 2019-20 before declining, while wholesale’s wage gap decreased steadily throughout the period. By 2021-22, the wage gap for retail was higher than for wholesale, indicating that retail wages were still more variable compared to wholesale wages. The wage gap in retail shows some volatility, with significant peaks and drops, reflecting possible fluctuations in wage structures or economic conditions affecting retail more directly. In Wholesale Sector, the steady decrease in the wage gap suggests a more consistent trend towards reduced wage disparities over time.

**NIC codes of shops in which wages of accountant are highest and lowest**

This following report provides an analysis of the wages of accountant in Kerala's urban and rural sector categorized by NIC codes, focusing on identifying the NIC codes associated with the highest and lowest wages across different years.



### **NIC code of rural retail shops in which wages of accountant is highest and lowest**

Year	NIC code of shops in which wages of accountant is	
	Highest	Lowest
2017-18	5211	5260
2018-19	5252	5260
2019-20	5252	5260
2020-21	5252	5260
2021-22	5510	5220

In 2017-18, accountants in shops categorized under NIC code 5211 received the highest wages. From the years 2018 to 2021, shops falling under NIC code 5252 offered the highest wages for accountants. In the last year, 2021-22, accountants in shops categorized under NIC code 5510 received the highest wages, while those in shops classified under NIC code 5260 received the lowest, except for the year 2021-22. In 2021-22, the shops falling under NIC code 5220 offered the lowest wage for accountants.

### **NIC code of urban retail shops in which wages of accountant is highest and lowest**

year	NIC code of shops in which wages of accountant is	
	Highest	Lowest
2017-18	5252	5233
2018-19	5260	5233
2019-20	5252	5233
2020-21	5260	5211
2021-22	5252	5211

Wages of accountant in shops categorized under NIC codes 5252 and 5260 have alternated as highest since 2017-18 and NIC code 5233 offered the lowest wages from 2017-18 to 2019-20 and since 2020-21 the lowest wage was offered by shops categorized under NIC code 5211.

### **NIC code of urban wholesale shops in which wages of accountant is highest and lowest**

Year	NIC code of shops in which wages of accountant is	
	Highest	Lowest
2017-18	5131	5152
2018-19	5110	5152
2019-20	5110	5152
2020-21	5131	5152
2021-22	5131	5121

Wages of accountant in shops categorised under NIC code 5131 were highest in 2017-18. In the next two years, NIC code 5110 had the highest wages and in the remaining two years, NIC code 5131 again had the highest wages. For the first four years under consideration, wages for accounts in NIC code 5152 were the lowest and in the last year NIC code 5121 had the lowest wage.

### **NIC code of rural wholesale shops in which wages of accountant is highest and lowest**

Year	NIC code of shops in which wages of accountant is	
	Highest	Lowest
2017-18	5110	5142
2018-19	5139	5142
2019-20	5139	5142
2020-21	5141	5142
2021-22	5152	5142

Wages of accountant in shops categorised under NIC code 5110 were highest in 2017-18. In the next two years shops falling under NIC code 5139 offered the highest wages for accountants. Remaining two years shops falling under NIC code 5141 and 5152 offered the highest wages for accountants in 2020-21 and 2021-22 respectively. Wages of accountant was lowest in shops with NIC code 5142 in all the years under consideration.

#### **9.4 Service staff**

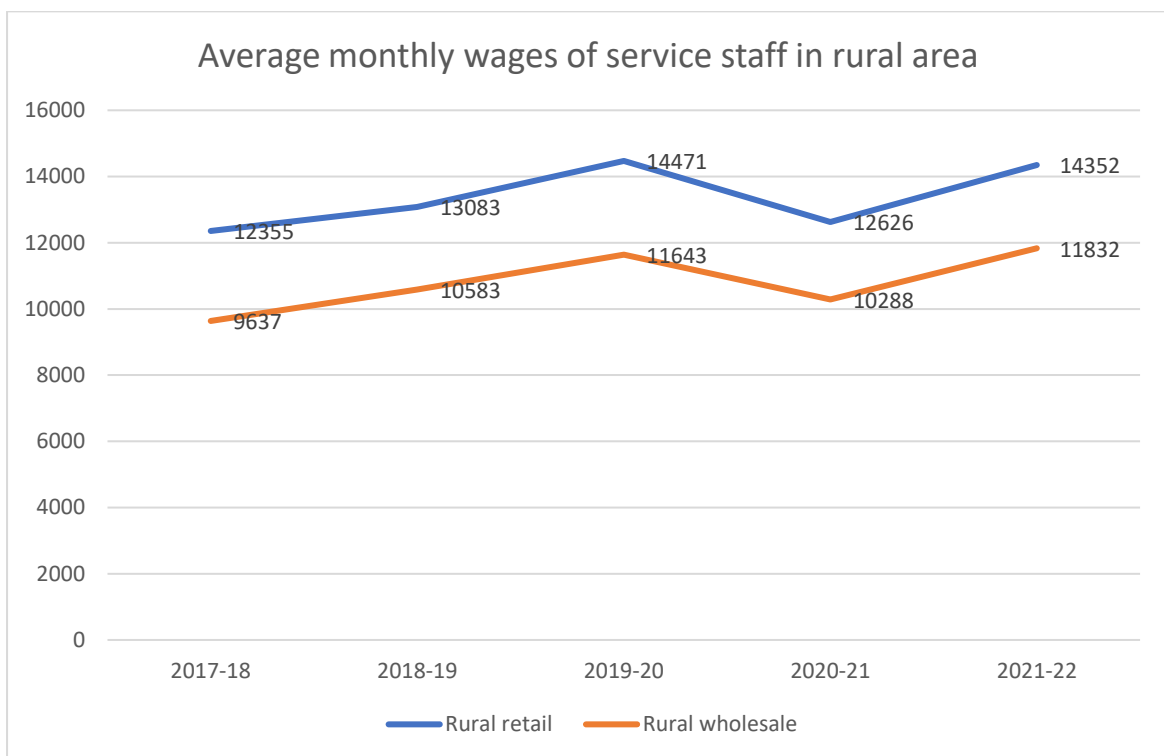
These workers are primarily responsible for providing services to customers. They play a crucial role in ensuring that customers have a positive experience and receive the services they expect.

Followings are some of the service staff roles in shops and establishments:

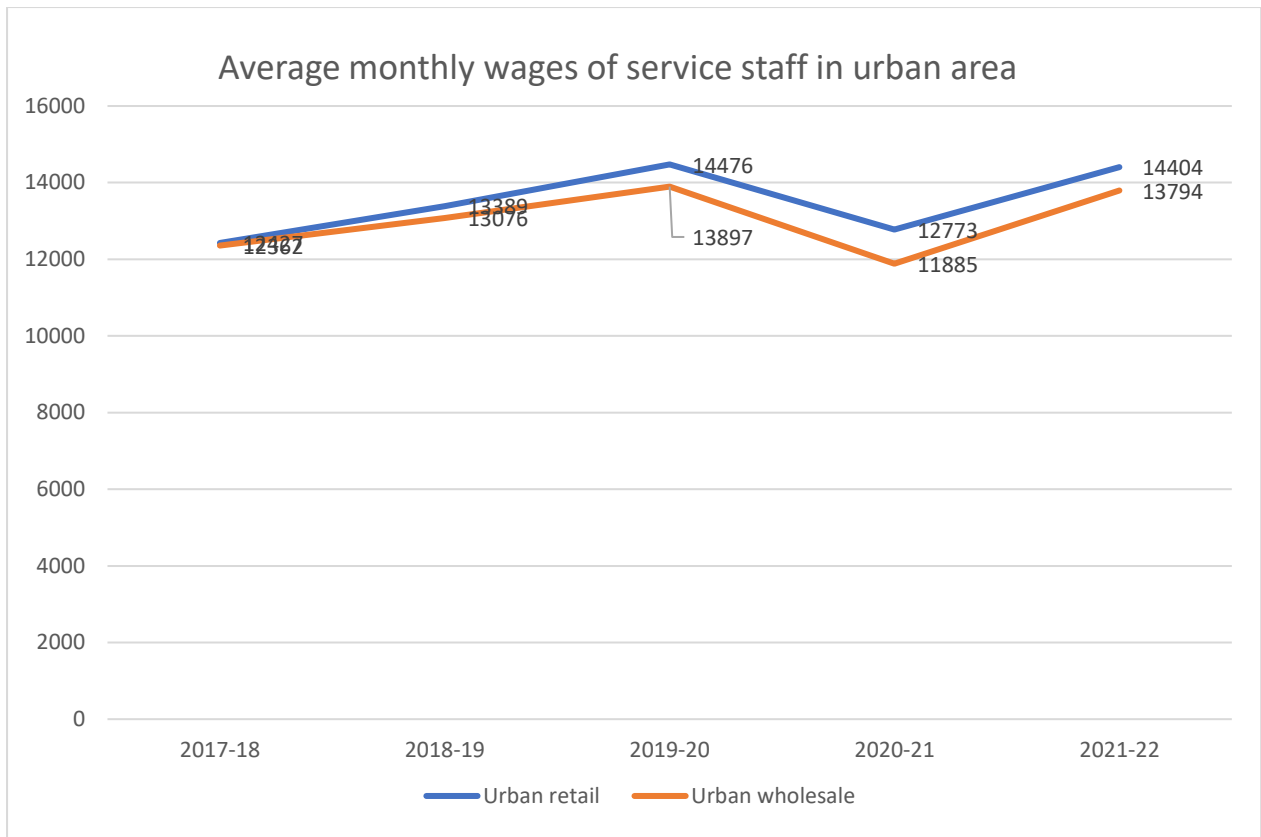
- Warehouse staff – This includes roles like pickers, packers and shippers who handle the physical movement and storage of goods in the warehouse.
- Visual merchandisers- They are responsible for creating visually appealing displays and layouts to attract customers and promote products.
- Stock and inventory associates- They manage inventory, restock shelves and ensure products are organized and readily available for customers.
- Logistics coordinators – They are responsible for coordinating the transportation and delivery of wholesale goods to customers.
- Purchasing agents – They are responsible for sourcing and buying products from suppliers or manufacturers to stock the wholesale inventory.
- Customer service representatives –They handle inquiries, process orders and assist customers with any issue or concerns.
- Spa and wellness staff – This includes massage therapists, aestheticians and other professionals who provide spa and wellness services.
- Event staff- They work at events and functions, performing tasks such as registration and providing assistance to attendees.
- Housekeeping staff – They work in hotels, resorts or cleaning services responsible for cleaning and maintaining the cleanliness of rooms, common area and facilities.
- Bartenders– They work in bars and are responsible for preparing and serving alcoholic and non- alcoholic beverages.
- Front desk receptionist and concierge – They work in hotels to ensure guest have a comfortable and enjoyable stay.

Average monthly wages of service staff in retail shops (in Rs)				
Year	Rural retail	Urban retail	Rural wholesale	Urban wholesale
2017-18	12355	12427	9637	12362
2018-19	13083	13389	10583	13076
2019-20	14471	14476	11643	13897
2020-21	12626	12773	10288	11885
2021-22	14352	14404	11832	13794

The average monthly wages of service staff irrespective of sector and area witnessed growth in wages of 16.1 % in rural retail, 22.7 % in rural wholesale, 15.9 % in urban retail and 11.5% in urban wholesale from 2017 to 2022. Both rural and urban sectors show consistent growth in salary over the years, except for a dip in wages in 2020-21. The salaries of accountant in urban sectors consistently surpass those in rural sectors, indicating regional disparities in wage levels. This could be driven by differences in cost of living and market demand. Even though on absolute terms the wages of urban surpass rural, but while looking into the percentage change over the 5 year period, greatest change was observed in rural area than urban area.



Both sectors followed a similar pattern of growth, decline, and recovery over the 5-year period. The recovery in wholesale was marginally stronger than in retail. During 2020-21 both sectors were negatively impacted, likely due to similar external factors affecting rural economies such as the pandemic. The year 2021-22 both sectors bounced back strongly, with wholesale growing slightly faster than retail. The wage gap between retail and wholesale remains constant over the 5 year period.



Urban retail experienced strong growth in wages from 2018-19 to 2019-20, but saw a significant decline in 2020-21 about 12% due to the pandemic. Retail rebounded strongly in 2021-22 with a 12.8% growth rate. Growth in wholesale was slower compared to retail from 2017-18 to 2019-20. Wholesale was hit harder than retail in 2020-21 with a larger decline 14.5%. The recovery in 2021-22 was stronger for wholesale (16.1%), surpassing retail. The wage gap between urban retail and urban wholesale grew from Rs. 65 in 2017-18 to a peak of Rs. 888 in 2020-21 likely due to the sharper decline in wholesale wages. The wage gap increased significantly over time but narrowed slightly in the last year due to a stronger recovery in wholesale wages.



The retail sector experienced small fluctuation in wage gap, with the gap almost disappearing in 2019-20. By 2021-22, the wage gap had narrowed again but remained present. This slight volatility could be due to changes in market conditions, labour demand and supply dynamics in the retail sector. While the wholesale sector showed a significant wage gap and there is a steady decrease in its wage gap over time, suggesting an overall trend toward wage equalization. However, the slight increase in the wage gap in 2021-22 suggests that wage disparities in wholesale may still fluctuate based on economic conditions.

### **NIC codes of shops in which wages are highest and lowest**

This table gives the National Industrial Classification (NIC) codes associated with the shops in different sectors focusing on identifying the NIC codes where the wages of service staff are highest and lowest for each year from 2017-18 to 2021-22.

Year	Sector	NIC code of shops in which wages of service staff is	
		Highest	Lowest
2017-18	Rural retail	5211	5234
2018-19	Rural retail	5211	5234
2019-20	Rural retail	5211	5239
2020-21	Rural retail	5211	5239
2021-22	Rural retail	5211	5239
2017-18	Urban retail	5050	5232
2018-19	Urban retail	5050	5232
2019-20	Urban retail	5231	5232
2020-21	Urban retail	5050	5232
2021-22	Urban retail	5050	5232
2017-18	Rural wholesale	5139	5151
2018-19	Rural wholesale	5139	5151
2019-20	Rural wholesale	5159	5151
2020-21	Rural wholesale	5139	5131
2021-22	Rural wholesale	5139	5131
2017-18	Urban wholesale	5152	5149
2018-19	Urban wholesale	5152	5149
2019-20	Urban wholesale	5152	5149
2020-21	Urban wholesale	5121	5149
2021-22	Urban wholesale	5121	5149

The NIC code associated with the highest wages of service staff in rural retail was 5211 all the years, while the NIC code associated with the lowest wages was 5234 from 2017 to 2019 and 5239 from 2019 to 2022. The consistency of the highest NIC code (5211) across most years suggests that shops categorized under this code tend to offer higher wages to service staff in the rural retail sector.

NIC code 5050 consistently represents the sector with the highest wages for service staff in urban retail across all years except 2019-20. Conversely, NIC code 5232 consistently represents the sector with the lowest wages for service staff in urban retail over the same period. The NIC code associated with the highest wages in the rural wholesale sector was 5139 for all the years except for 2019-20 and for that year it was NIC code 5159. In contrast, the NIC code for the lowest wages was 5151 for the first three years and then 5131 for last two years.

From 2017-18 to 2019-20, the urban wholesale sector consistently had the highest wage associated with NIC code of 5152, indicating a predominant presence of shops classified under this category during these years. However, in 2020-21 and 2021-22, there was a shift, the highest wage with NIC code was 5121, suggesting a change in the composition of shops within the urban wholesale sector. The NIC code 5149 associated with lowest wage remained consistent throughout the period.

## **9.5 Cashier**

Cashiers are indispensable workers in both retail and wholesale establishments. By streamlining the checkout process, cashiers minimize wait times and ultimately improving the overall shopping experience for customers. Beyond their transactional duties, cashiers also play a vital role in maintaining financial accountability within the business. They reconcile cash drawers, verify transactions and uphold strict adherence to company policies and procedures. This diligence helps prevent errors, discrepancies and potential losses promoting integrity and trustworthiness in financial operations. Their vigilance in monitoring customer behaviour and verifying product prices helps deter fraudulent activities, ensuring the security of the business's assets and inventory.

In addition to their operational roles, cashiers also play a crucial role in building customer relationships. By engaging with customers in a friendly and courteous manner, cashiers create positive impressions that resonate long after the transaction is complete. Overall, cashiers serve as invaluable assets to retail and wholesale businesses, contributing to their success through their dedication, professionalism and commitment to excellence.

The wages of cashiers in retail and wholesale sectors are influenced by several key factors. Geographic location plays a significant role with wages often higher in urban areas or regions with a higher cost of living. Employer type and size also matter, as larger chains or distributors may offer more competitive wages compared to smaller independent stores. Experience and skills are important considerations, with those possessing additional skills often commanding higher pay. Education and training, market competition, and legal regulations all contribute to determining cashier wages, with each factor shaping the overall compensation landscape for these workers.

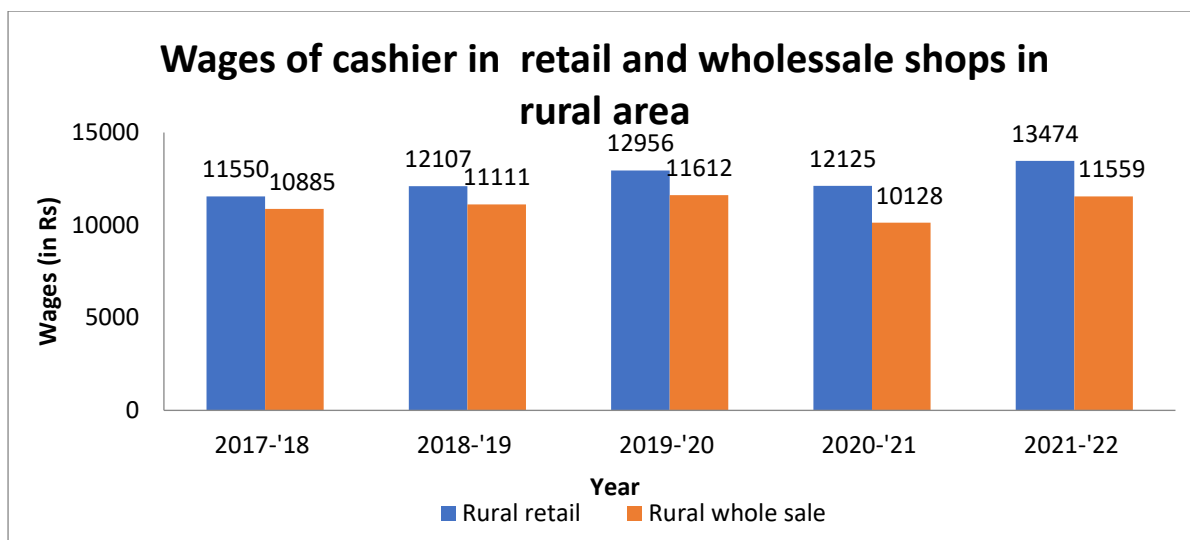


## Monthly wages of Cashier

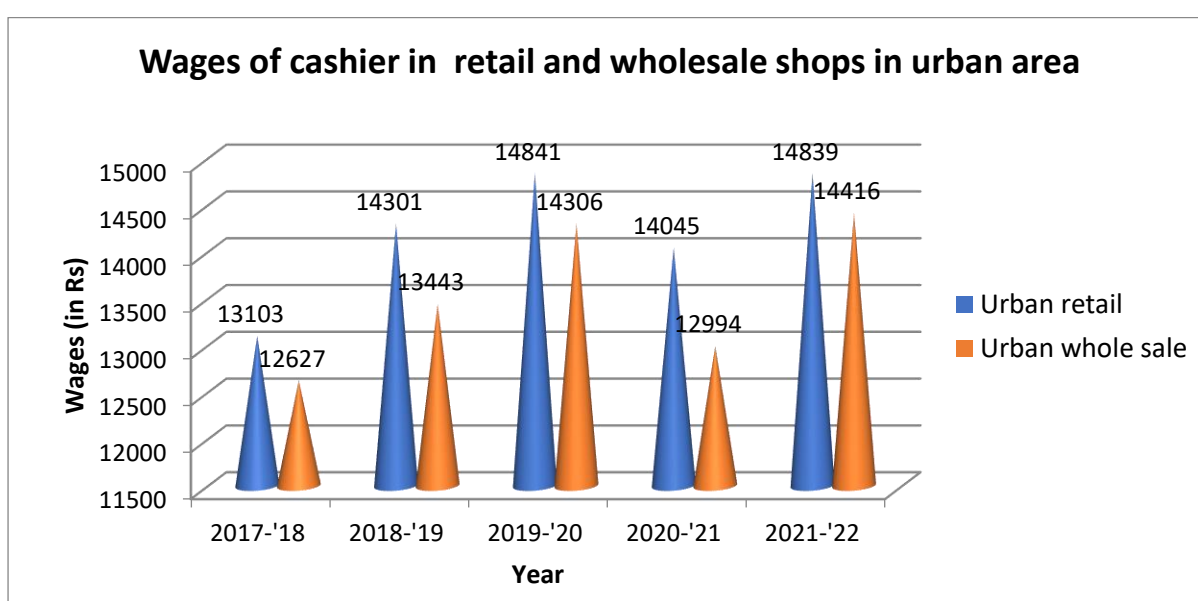
The average monthly wages earned by cashiers in shops are given below. This sheds light on the varying compensation levels for cashiers across distinct sectors within the retail and wholesale industry. The provided data outlines the average monthly wages of cashiers across different sectors categorized as rural retail, urban retail, rural wholesale and urban wholesale for the years spanning from 2017-18 to 2021-22.

Average monthly wages of cashier (in Rs)				
Year	Rural retail	Urban retail	Rural wholesale	Urban wholesale
2017-18	11550	13103	10885	12627
2018-19	12107	14301	11111	13443
2019-20	12956	14841	11612	14306
2020-21	12125	14045	10128	12994
2021-22	13474	14839	11559	14416

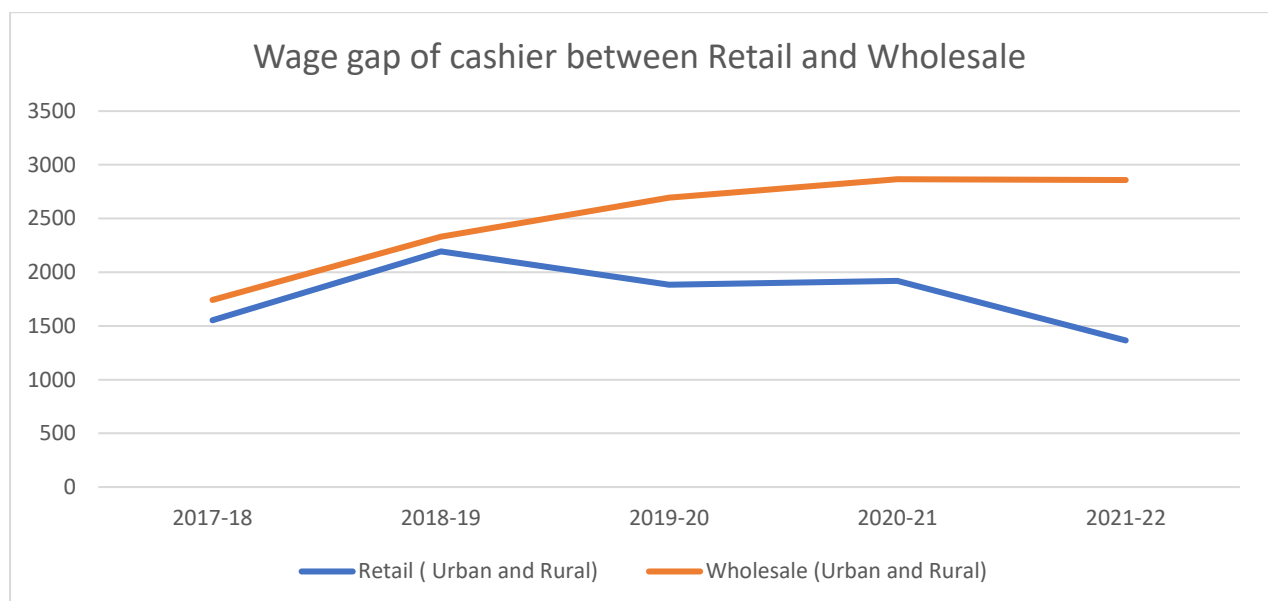
A cashier in urban retail setup earns the most and those in rural wholesale setting earn the lowest across all the years. Also, in urban area the wages are comparatively higher than that in rural area. There has been a steady increase in wages in all four categories from 2017-18 to 2019-20 before dropping in 2020-21, which may be due to covid-19 outbreak. The graph clearly depicts that the depth of the dip in 2020-21 was the most for rural wholesale. The drop in wages was recovered within 1 year and the wages rose back again in 2021-22. For a cashier in rural retail setting, the increase in wage rate from 2017-18 to 2021-22 is 16.66%. The same is 13.25%, 6.19% and 14.17% for those in urban retail, rural wholesale and urban wholesale setting respectively.



Rural Retail saw steady growth from 2017-18 to 2019-20. There was a noticeable decline of 6.42% in 2020-21, due to economic challenges caused due to Covid-19. However, wages rebounded strongly in 2021-22 with an 11.12% growth rate, suggesting a recovery. While growth in wholesale was relatively moderate from 2017-18 to 2019-20. A sharp decline of -12.78% in 2020-21 highlights a severe impact on the rural wholesale sector, potentially due to external economic factors such as the pandemic or supply chain disruptions. Both sectors experienced declines in 2020-21, with wholesale being more severely affected. The wholesale sector recovered in 2021-22, with a strong growth of 14.12% outpacing retail sector. The overall trend shows that rural wholesale tends to experience more volatility compared to rural retail, with both sharper declines and recoveries.



Retail and Wholesale sectors in urban area saw strong growth from 2017-18 to 2018-19, followed by slower growth in 2019-20. There was a decline in 2020-21, particularly for urban wholesale, which had a sharper decline (9.17%) compared to urban retail (5.36%). The wage gap in urban area widened significantly from 2017-18 to 2018-19 and reached a peak in 2020-21. The largest gap in 2020-21 likely indicates that urban wholesale experienced a bigger negative impact compared to urban retail during that year. In 2021-22, the sharp decrease in the wage gap points to urban wholesale sector catching up with urban retail in terms of wage growth, reducing the disparity.



Wholesale has consistently faced a larger wage gap between urban and rural areas, possibly due to greater economic or logistical challenges in rural wholesale sectors. Retail saw more improvement in reducing the wage gap, particularly in 2021-22, indicating better wage alignment between urban and rural areas in this sector. The wholesale sector may need more targeted intervention to reduce wage disparities, as the gap remains persistently high even when retail wage disparities are shrinking.

### **NIC codes of shops in which wages of cashiers are highest and lowest**

In this section, we determine the NIC code associated with the highest and lowest wages earned, providing insights into the sectors within rural and urban areas as well as retail and wholesale shops where cashiers receive the highest and lowest compensation.

### **Wages of Cashier in Rural Retail shops**

Year	NIC code of shops in which wages of cashier is	
	Highest	Lowest
2017-18	5030	5232
2018-19	5030	5232
2019-20	5030	5232
2020-21	5220	5232
2021-22	5030	5232

Over the span of the five years mentioned, cashiers in rural retail establishments commanded the highest wages among shops categorized under NIC codes 5030, except for the year 2020-21 in which NIC code 5220 commanded highest wages. Cashiers employed in rural retail settings consistently received the lowest wages compared to other sectors, which is identified by NIC 5232.

### **Wages of Cashier in Urban Retail shops**

Year	NIC code of shops in which wages of cashier is	
	Highest	Lowest
2017-18	5239	5233
2018-19	5239	5233
2019-20	5239	5233
2020-21	5239	5234
2021-22	5239	5234

Across the five-year timeframe, cashiers working in urban retail settings consistently earned the highest wages compared to other sectors, that identified by NIC codes 5239. Cashiers employed in rural retail settings experienced the lowest wage levels among NIC codes 5233 from 2017 to 2020 and NIC code 5234 from 2020 to 2022.

### **Wages of Cashier in Rural Wholesale shops**

Year	NIC code of shops in which wages of cashier is	
	Highest	Lowest
2017-18	5159	5141
2018-19	5159	5141
2019-20	5110	5141
2020-21	5122	5139
2021-22	5190	5139

Over the course of five years, the shops coming under the NIC codes 5159, 5110, 5122 and 5190 in rural retail emerged as the sector offering the highest wages to cashiers. Across the five-year duration, rural wholesale cashiers working in establishments under coverage of NIC codes 5141 and 5139 were the lowest wage earning group among all sectors.

### **Wages of Cashier in Urban Wholesale shops**

Year	NIC code of shops in which wages of cashier is	
	Highest	Lowest
2017-18	5110	5131
2018-19	5110	5131
2019-20	5110	5131
2020-21	5110	5152
2021-22	5141	5152

During the five-year period under study, the wages of urban wholesale cashiers working in shops coming under NIC codes 5110 and 5141 received the highest wage. At the same time, across the 5-year period the NIC codes of shops that offered lowest wages for cashiers in urban wholesale shops are 5131 and 5152.

### **9.6 Clerk**

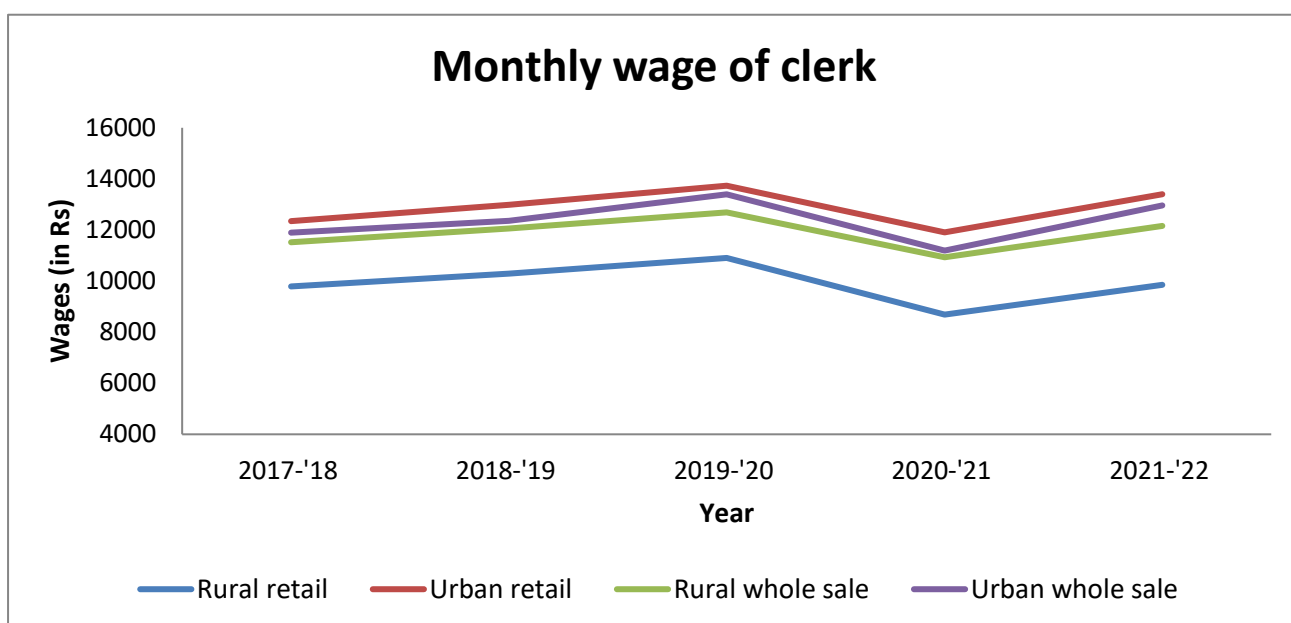
Clerks play a crucial role in both retail and wholesale shops serving as the frontline representatives of the business. Their significance lies in their multifaceted role which encompasses pivotal responsibilities crucial for the shop's operations.

In a retail setting, clerks are often the first point of contact for customers. They answer customer's questions, provide product information and assist them in finding what they need. Good customer service can enhance the shopping experience, build customer loyalty and increase sales. They also handle cash transactions, process payments and issue receipts. They must accurately count money, reconcile cash drawers and follow proper cash handling procedures to prevent errors or discrepancies. In essence, clerks are integral to driving sales, enhancing customer satisfaction and maintaining the overall operational efficiency of the shops.

## Average monthly wages of Clerk

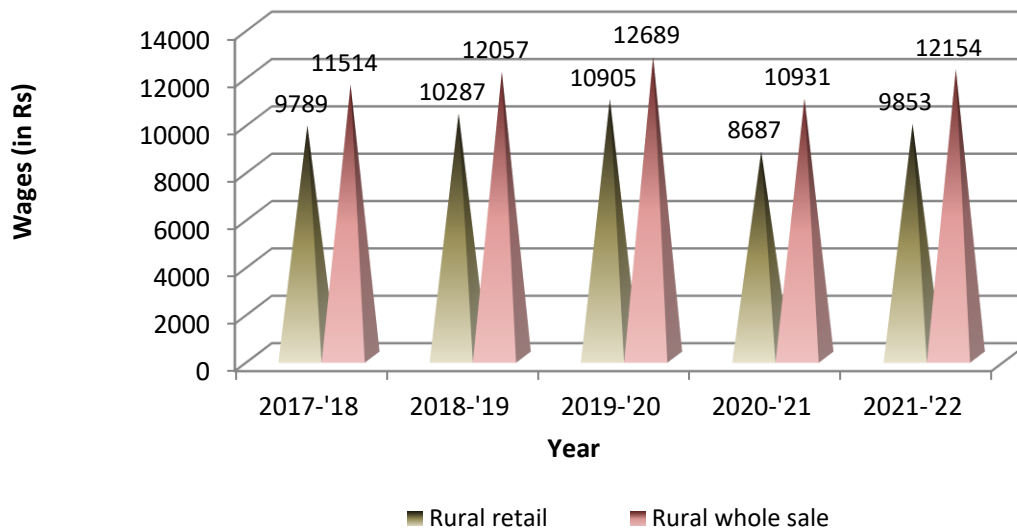
The average monthly wages of clerks across all shops in different sectors are as follows: -

Average monthly wages of Clerk (in Rs)				
Year	Rural retail	Urban retail	Rural wholesale	Urban wholesale
2017-18	9789	12352	11514	11893
2018-19	10287	12987	12057	12362
2019-20	10905	13733	12689	13396
2020-21	8687	11906	10931	11192
2021-22	9853	13404	12154	12964



This table illustrates the average monthly wages of clerks in rural and urban retail and wholesale settings over a five-year period from 2017-18 to 2021-22. For all the 4 categories, the wages steadily increased till the year 2019-20, then experienced a significant decrease in 2020-21 and it slightly rebounded in 2021-22. This similar trend among the wages is very evident from the graph. The dip in wages during 2020-21 can be attributed to the COVID-19 pandemic. Although there were fluctuations in between, the wages in general increased from 2017 to 2022. For a clerk in rural retail environment the increase rate is 0.65%; for his/her counterpart in urban retail setting it is 8.52%. Similarly increase in wage rate in rural wholesale and urban wholesale setting is 5.56% and 9.01% respectively. During all the years clerk in urban retail setting earns the most, followed by urban wholesale, rural wholesale and rural retail in that order.

## Wages of clerk in retail and wholesale shops in rural



Rural wholesale has consistently offered higher wages than retail for clerks, with a sharp decline in wages during tough economic times of 2020-21 and a slight recovery thereafter in 2021-22. Rural retail wages faced a more severe decline in 2020-21, indicating potential vulnerabilities in the retail sector in rural areas, possibly due to reduced consumer spending or supply chain disruptions during the pandemic. Both sectors showed recovery in 2021-22, with Rural Retail recovering faster, though its wage level is still lower than Rural Wholesale.

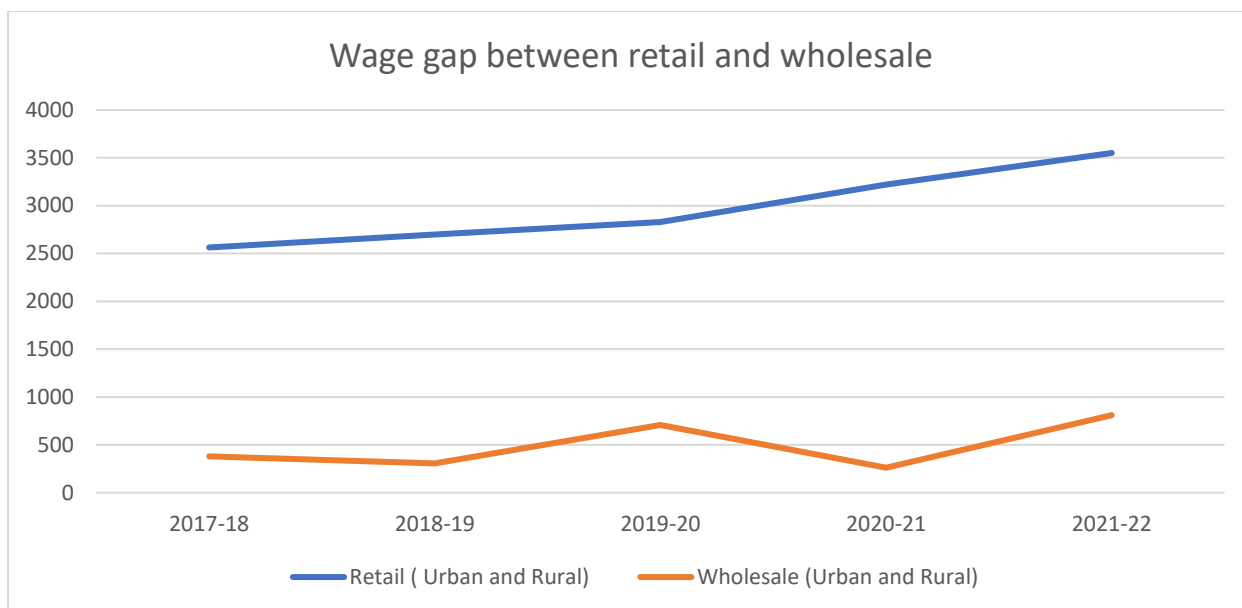
The wage gap between rural retail and rural wholesale clerks has steadily increased over the years, with the sharpest rise occurring in 2020-21, likely due to the economic challenges during that period. Wholesale wages have consistently been higher and the post-2020 recovery has favoured wholesale more than retail, maintaining and even slightly increasing the wage disparity in clerk's wages. While both sectors saw recovery in 2021-22, neither fully returned to their pre-pandemic peaks.



In 2017-18, urban retail wages of clerks were higher than wholesale wages, and this remained true throughout the period. Retail wages tended to be consistently higher than wholesale wages in urban areas, though the gap fluctuated. Both sectors experienced steady wage growth until 2019-20, followed by sharp declines in 2020-21, with wholesale wages falling more sharply than retail. Both sectors recovered strongly in 2021-22, but wholesale wages had a slightly stronger recovery rate (15.85%) compared to retail (12.58%).

While both sectors saw recovery in 2021-22, neither fully returned to their pre-pandemic peaks. Urban wholesale wages came closer to reaching the 2019-20 level than urban retail wages.





The retail wage gap consistently increased year over year, with a significant spike during and after the pandemic years. This indicates that urban wages in retail grew faster than rural wages. The steady growth in the wage gap reflects an ongoing divergence in the retail sector, with urban retail clerks wage seeing stronger wage growth than rural clerks. The wage gap of clerks in wholesale was much less compared to retail. Compared to 2017-18 the wage gap of clerk in wholesale has increased implying wage disparity.

### **NIC codes of shops in which wages are highest and lowest**

This section shed light into the NIC code corresponding to the highest and lowest wages obtained, for a clerk in rural and urban areas as well as retail and wholesale shops

#### **Rural Retail**

The following table gives the NIC codes of shops corresponding to highest and lowest paid wages for a rural retail clerk.

Year	NIC code of shops in which wages of clerk is	
	Highest	Lowest
2017-18	5219	5233
2018-19	5219	5233
2019-20	5234	5232
2020-21	5219	5232
2021-22	5234	5232

Across the five-year time period, the wages of a clerk in rural retail setting was the highest among shops coming under the sector corresponding to the NIC codes 5219 and 5234. For the years 2017-18, 2018-19 and 2020-21 clerks in shops with NIC code 5219 were paid the most and during 2019-20 and 2021-22 it was NIC code 5234. Similarly, lowest wages for these 5 years are shared among the shops with NIC codes 5232 and 5233.

### Urban Retail

Year	NIC code of shops in which wages of clerk is	
	Highest	Lowest
2017-18	5510	5231
2018-19	5510	5231
2019-20	5510	5231
2020-21	5010	5231
2021-22	5510	5231

The table highlights the NIC codes of shops where an urban retail clerk got the most and the lowest wages on average during all the years under consideration. Shops corresponding to NIC code 5231 has lowest wages for clerk and those corresponding to codes 5510 and 5010 have highest wages.

### Rural Wholesale

Year	NIC code of shops in which wages of clerk is	
	Highest	Lowest
2017-'18	5139	5141
2018-'19	5139	5141
2019-'20	5139	5141
2020-'21	5122	5131
2021-'22	5122	5131

The table provides NIC codes corresponding to different types of shops from 2017-18 to 2021-22, by focusing on the highest and lowest wages obtained by a rural wholesale clerk.

Clerks employed in shops categorized under NIC codes 5141 received the lowest average monthly wages, while those working in shops classified under NIC codes 5139 and 5122 earned the highest average monthly wages.

### Urban Wholesale

Year	NIC code of shops in which wages of clerk is	
	Highest	Lowest
2017-18	5121	5159
2018-19	5121	5159
2019-20	5121	5159
2020-21	5121	5159
2021-22	5121	5159

The table provides a summary of the NIC code of shops across different years from 2017-18 to 2021-22, where an urban wholesale clerk obtained the highest and the lowest wages. The data reveals that clerks working in shops identified by NIC codes 5159 were paid the lowest average monthly wages, whereas those employed in shops categorized under NIC codes 5121 received the highest average monthly wages.

## 9.7 Comparison of wages of different category of workers

### Rural Retail

In rural retail setting in Kerala, wages for various positions such as manager, mechanic, service staff, cashier, salesman, accountant, clerk and others have been provided for the years 2017-18 through 2021-22. These wages give insight into the compensation structure within the retail sector.

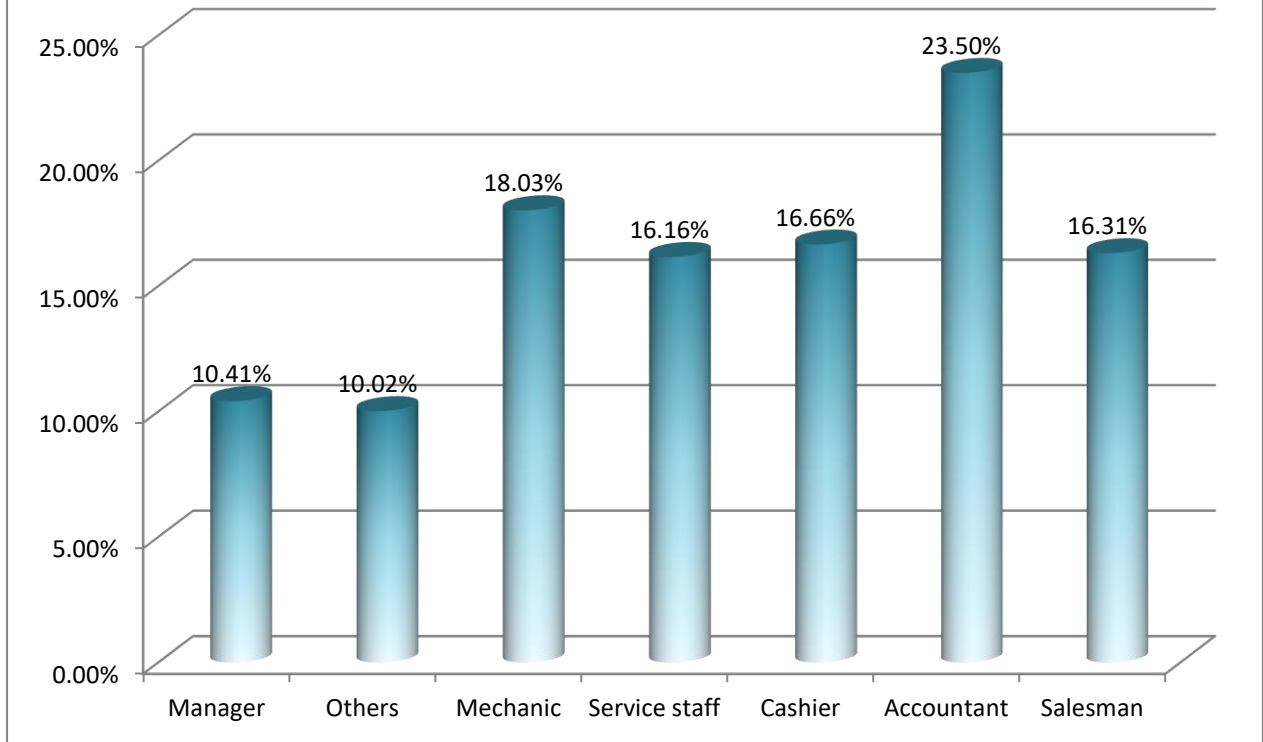
Wages of different category of workers in Rural Retail shops (in Rs)								
Year	Salesman	Manager	Accountant	Cashier	Clerk	Service staff	Mechanic	Others
2017-18	10482	14894	10807	11550	9789	12355	12571	13308
2018-19	11203	15291	11255	12107	10287	13083	13735	14440
2019-20	12009	16130	12422	12956	10905	14471	15216	15702
2020-21	11102	15167	12275	12125	8687	12626	13128	12714
2021-22	12192	16445	13347	13474	9853	14352	14837	14641



It's notable that the wages vary across different roles with managerial positions typically commanding higher salaries compared to clerical or sales roles. This is consistent with the hierarchical structure commonly seen in organizations where positions with greater responsibilities and decision-making authority tend to receive higher compensation. Over the years, we observe fluctuations in wages across different roles. These fluctuations could be attributed to various factors such as changes in the cost of living, shifts in demand for certain skills and overall economic conditions. In 2020-21 the wages of all the workers dropped down owing to the pandemic. The year 2021-22 witnessed slight recovery in wages implying improving wage and employment situation post covid.

Growth percentage in wages of workers in different category in rural retail shops							
Category	Manager	Others	Mechanic	Service staff	Cashier	Accountant	Salesman
Growth percentage	10.41%	10.02%	18.03%	16.16%	16.66%	23.50%	16.31%

## Growth percentage of wages of labours from 2017- 18 to 2021-22



The above table provides the outline of the growth rates of wages for various job roles in a rural retail in Kerala over the five-year period. Notably, the data reveals varying growth rates across different job roles. For instance, the wages for accountants experienced the highest growth rate of 23.50%, indicating a significant increase in compensation for this specialized role. This could be attributed to factors such as increasing demand for accounting expertise.

Even though manager receives higher wages than an accountant, the increase rate in the latter's wage over the 5 year period is much more than manager's. Mechanics also saw a substantial growth rate of 18.03%, suggesting a significant appreciation in wages for skilled technical roles within the retail sector. This could be reflective of the growing complexity of modern retail operations, which require specialized maintenance and repair services. Cashiers and service staff also experienced notable growth rates at 16.66% and 16.16% respectively, indicating a considerable rise in compensation for frontline retail roles. This could be driven by factors such as increased demand for customer service excellence.

## Urban Retail

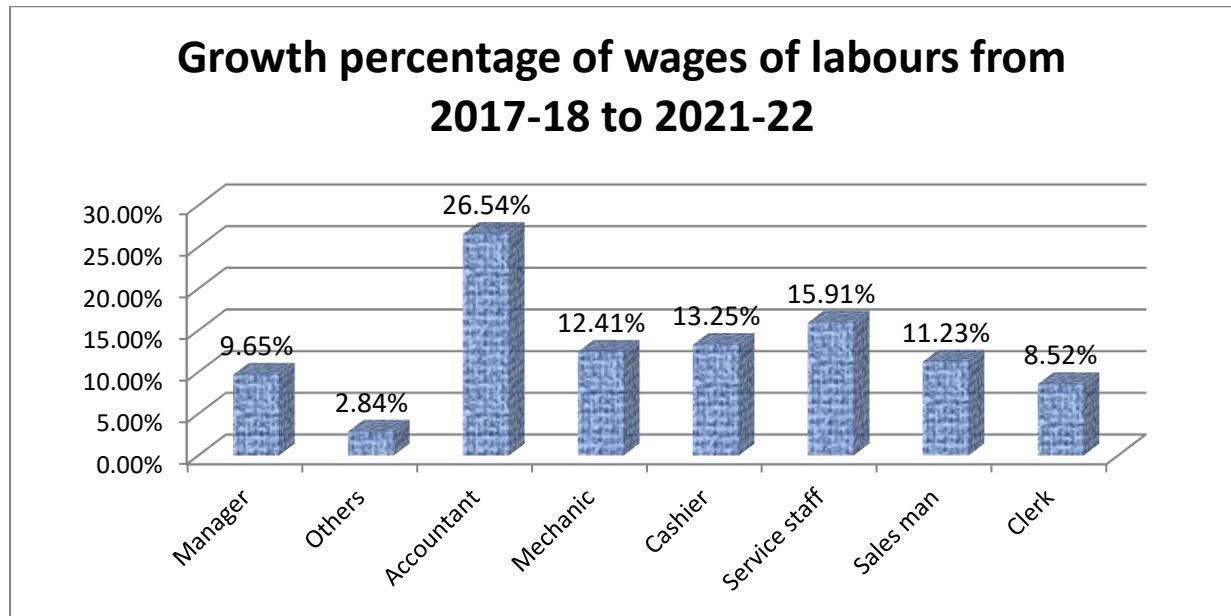
Wages of different category of workers in urban retail shops (in Rs)								
Year	Salesman	Manager	Accountant	Cashier	Clerk	Service staff	Mechanic	Others
2017-18	12279	19913	13427	13103	12352	12427	13304	14266
2018-19	13112	21516	14994	14301	12987	13389	14520	15151
2019-20	14053	22040	16902	14841	13733	14476	15586	16515
2020-21	12363	20904	15579	14045	11906	12773	14045	12896
2021-22	13658	21835	16990	14839	13404	14404	14955	14671

The wage data provided delineates the compensation structure within the urban retail setting in Kerala from 2017-2018 to 2021-2022. It illustrates the remuneration pictures across various job roles including managers, accountants, mechanics, cashiers, service staff, salesmen, clerks and others.



In urban areas, where the cost of living tends to be higher compared to rural settings wages often reflect this difference, typically being higher to compensate for the increased expenses. Unlike in rural area, the wages of manager is much higher than that of the rest. The relatively higher wages for managerial roles reflect the greater skill levels and responsibilities associated with this position. The increase in wages from 2017-18 to 2019-20 could be indicative of economic growth and increased demand for labor in the urban retail sector.

Conversely, the fall in wages in 2020-21 might reflect the economic challenges posed by factors such as the COVID-19 pandemic. Analyzing these wage dynamics is useful for stakeholders to make informed decisions regarding employment, wages and economic development strategies.



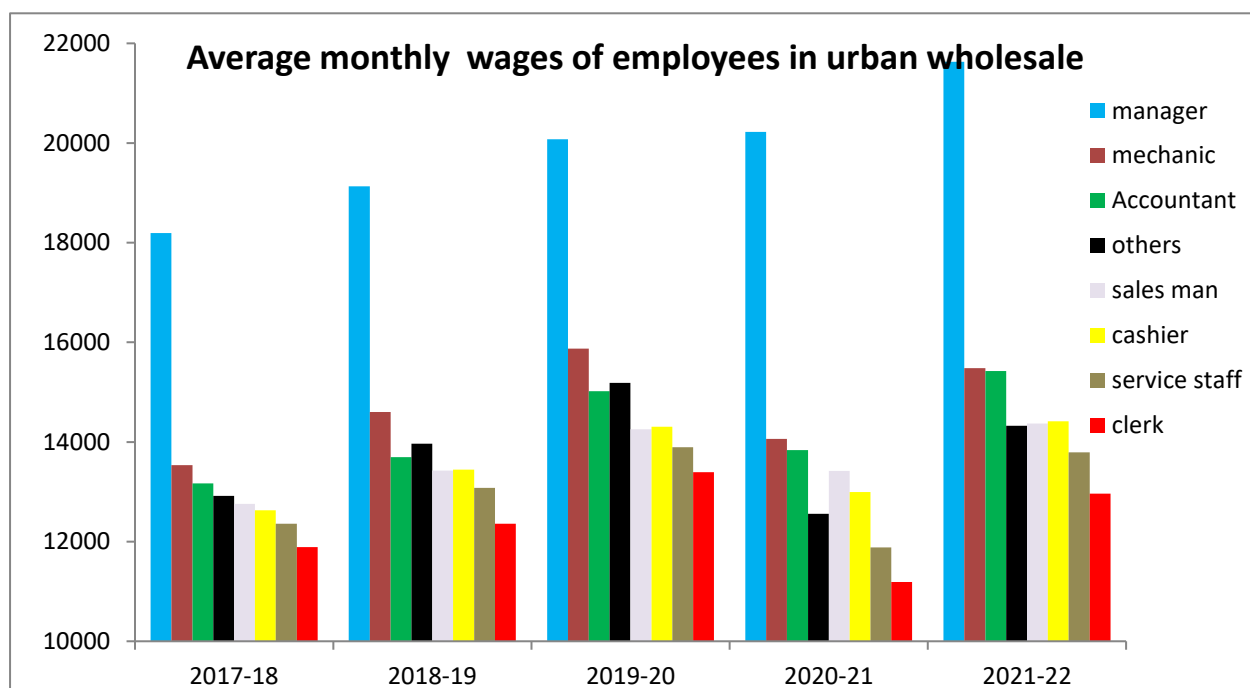
Growth percentage in wages of workers in different category in urban retail shops.								
Category	Salesman	Manager	Accountant	Cashier	Clerk	Service staff	Mechanic	Others
Growth percentage	11.23	9.65	26.54	13.25	8.52	15.91	12.41	2.84

Over the span of five years in the urban retail setting in Kerala, wages for various job roles have experienced diverse growth rates shedding light on the changing dynamics of compensation within the sector. Notably, accountants saw the highest growth rate at 26.54%, indicative of a significant appreciation in compensation for their specialized financial management skills. This reflects the increasing complexity of financial operations within retail businesses. Frontline positions like cashiers and service staff also experienced substantial growth rates of 13.25% and 15.91% respectively, likely influenced by factors such as growing emphasis on customer service excellence. Conversely, roles categorized as "others" and clerks witnessed relatively lower growth rates of 2.84% and 8.52% respectively.

## Urban wholesale

This table gives the average monthly wages across various employees in the urban wholesale sector in Kerala from the fiscal year 2017-18 to 2021-22. The dataset includes wages for salespersons, managers, accountants, cashiers, clerks, service staff, mechanics and others.

Wages of different category of workers in urban wholesale shops (in Rs)								
Year	Salesman	Manager	Accountant	Cashier	Clerk	Service staff	Mechanic	Others
2017-18	12759	18191	13166	12627	11893	12362	13537	12916
2018-19	13425	19131	13697	13443	12362	13076	14600	13965
2019-20	14255	20077	15018	14306	13396	13897	15875	15185
2020-21	13418	20226	13839	12994	11192	11885	14062	12557
2021-22	14367	21632	15422	14416	12964	13794	15482	14328

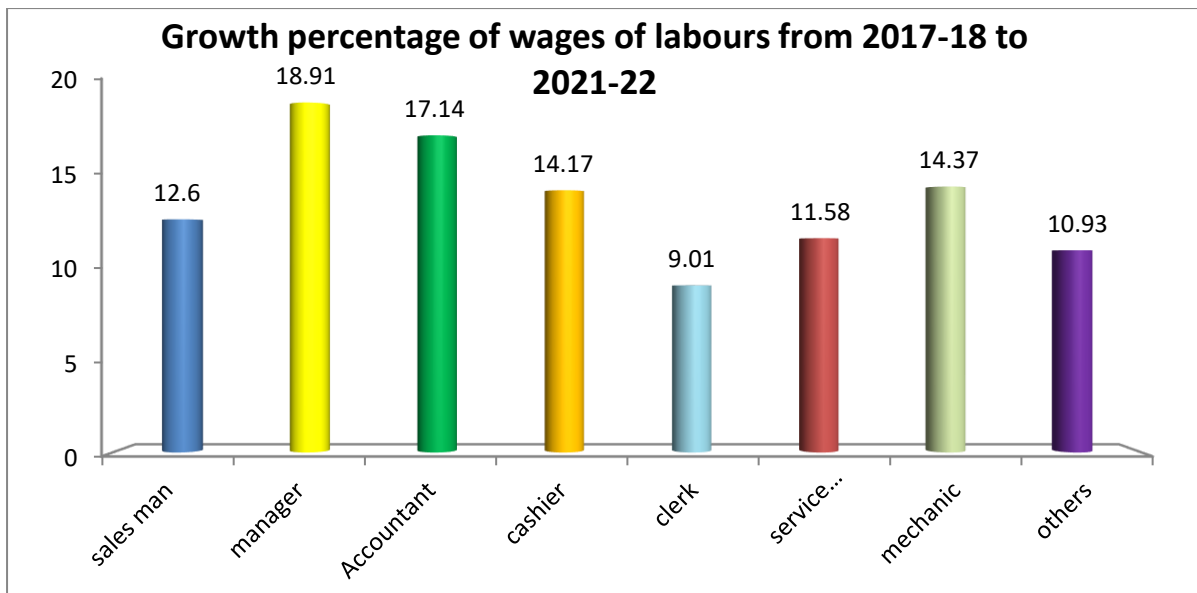


There is an upward trend in average monthly wages across all employees over the five-year period. Apart from the dip in wages due to Covid- 19 outbreak, all subsequent years witnessed increase in wages across all categories of workers. In the year 2021-22 saw wages bouncing back indicating potential recovery and resilience in the urban wholesale sector. The



highest average wage is observed for managers, followed by mechanic and lowest for clerk in all the years under consideration.

Growth rate in wages of different category of workers in urban wholesale shops (%)								
Category	salesman	manager	Accountant	cashier	clerk	service staff	mechanic	others
Growth percentage	12.60	18.91	17.14	14.17	9.01	11.58	14.37	10.93

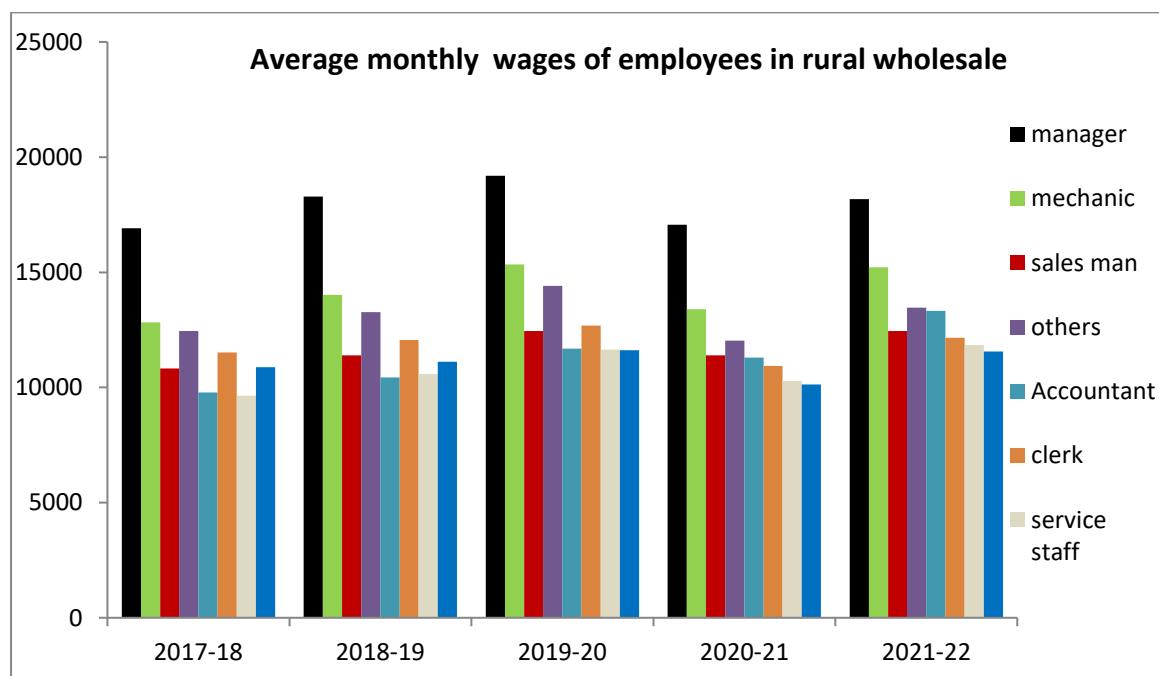


The rate of growth in average monthly wages of urban wholesale positions from fiscal year 2017-18 to 2021-22 exhibit varying degrees of increase across different categories. Over this period, managers experienced the highest growth rate at approximately 18.91%, followed closely by accountants at 17.14%. Cashier also saw significant growth with a growth rate of around 14.17%. Other positions such as salespersons, mechanics and service staff also demonstrated notable increases ranging from 11% to 15%. However, clerks showed the lowest growth rate at approximately 9.01%, indicating comparatively slower wage growth in this category.

## Rural wholesale

The data below are the wages of different category of employees in the rural wholesale sector in Kerala from the fiscal year 2017-18 to 2021-22

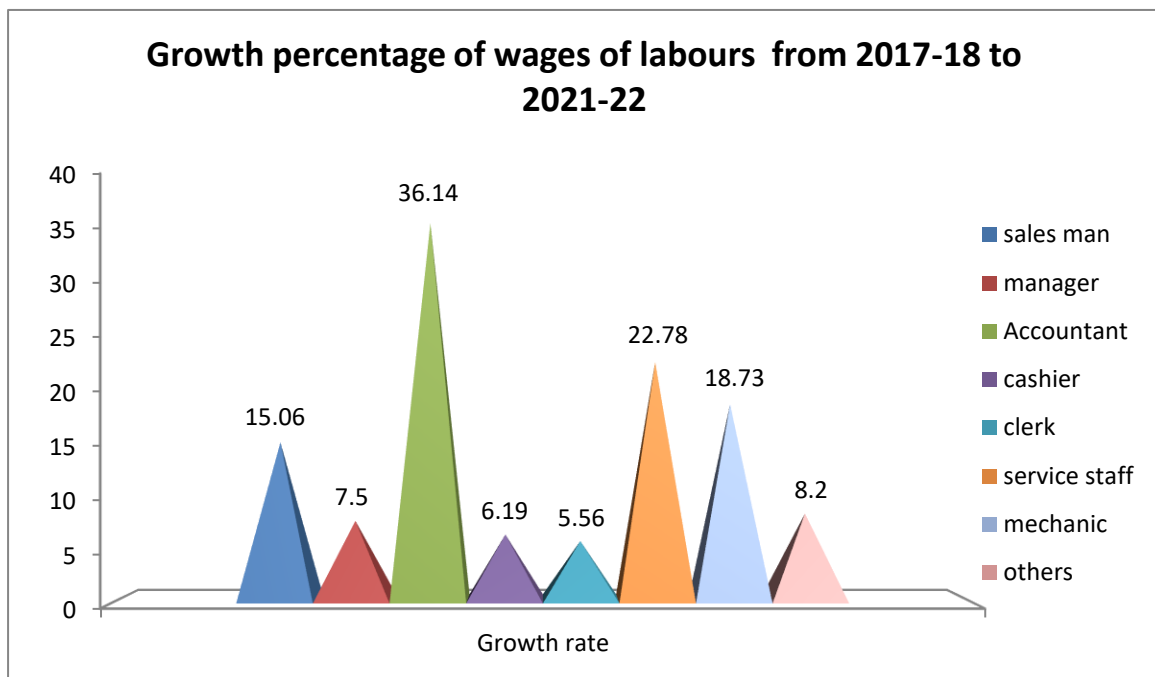
Wages of different category of employees in the rural wholesale shops (in Rs)								
year	salesman	manager	Accountant	cashier	clerk	service staff	mechanic	others
2017-18	10819	16907	9784	10885	11514	9637	12819	12443
2018-19	11393	18289	10433	11111	12057	10583	14025	13265
2019-20	12451	19184	11684	11612	12689	11643	15341	14415
2020-21	11394	17069	11293	10128	10931	10288	13391	12034
2021-22	12448	18175	13320	11559	12154	11832	15220	13463



The average monthly wages of employees in rural wholesale shops have shown variations across different positions over the years from 2017-18 to 2021-22. Among all positions, the highest average monthly wage was observed for managers in 2021-22, reaching Rs18,175,

reflecting their pivotal role in overseeing operations and strategic decision-making within rural wholesale establishments.

Growth percentage in wages of different category of employees in rural wholesale shops.								
Category	salesman	manager	Accountant	cashier	clerk	service staff	mechanic	others
Growth percentage	15.06	7.5	36.14	6.19	5.56	22.78	18.73	8.2



In the rural wholesale sector, each category of employees experienced varying levels of growth rate in wages. The growth rate percentage of wages was highest for accountants, indicating a significant increase in their compensation over the analysed period. Conversely, the growth rate percentage was lowest for clerks suggesting a comparatively slower rate of wage growth for this category of employees.

The analysis of average monthly wages across all employees in the construction and commercial sector for the five years reveals an overall upward trend. However, the year 2020-21 presented a slight dip in wages for most positions, likely influenced by economic disruptions stemming from global events, notably the COVID-19 pandemic. Despite this temporary setback, wages rose again in 2021-22.

## 10. Nominal V/s Real Wage Analysis

The nominal wage is the amount of money paid to a worker per unit of time without adjusting for inflation. It is the wage figure that is usually stated on a paycheck. It reflects the current wage in terms of monetary value, not considering changes in the cost of living or purchasing power. The real wage represents the purchasing power of the nominal wage, adjusted for inflation. It reflects the actual goods and services that can be purchased with the nominal wage. Real wages are important because they indicate the standard of living that the wage can support.

In essence, nominal wage is the actual money received, while real wage is the value of that money in terms of what it can purchase.

Deflated Money Wages is the nominal wages that have been adjusted for inflation using a price index (CPI) to express them in terms of the value of money in a base year. This adjustment allows economists and analysts to compare wages across different time periods by accounting for changes in the cost of living. The purpose of deflating money wages is to understand the real value of wages after removing the effects of inflation. This helps in assessing whether workers earnings have actually increased or decreased in terms of purchasing power over time.

$$R = (M / C) * 100$$

Where, R- Real wages, M- Nominal wages, C- Cost of living index

### 10.1 Wage analysis of construction labour in rural area

Category of Labour	Nominal wages					Real wages				
	2017-18	2018-19	2019-20	2020-21	2021-22	2017-18	2018-19	2019-20	2020-21	2021-22
Carpenter-I Class	873	887	935	961	997	624	604	597	581	582
Mason- I	940	958	1003	1031	1062	672	652	641	623	620
Marble Worker	894	925	952	972	1006	627	622	601	584	584
Tiles Worker	881	910	935	951	983	630	620	597	575	574
Painter -I Class	775	783	816	840	869	554	533	521	508	507
Sawyer	814	864	877	879	956	582	588	560	531	558
Plumber	808	832	870	875	919	578	566	556	529	536
Electrical Wire man	801	829	867	867	917	573	564	554	524	535
Unskilled Worker (Men)	678	688	722	722	760	485	468	461	436	444
Unskilled Worker (Women)	595	616	637	642	678	425	419	407	388	396

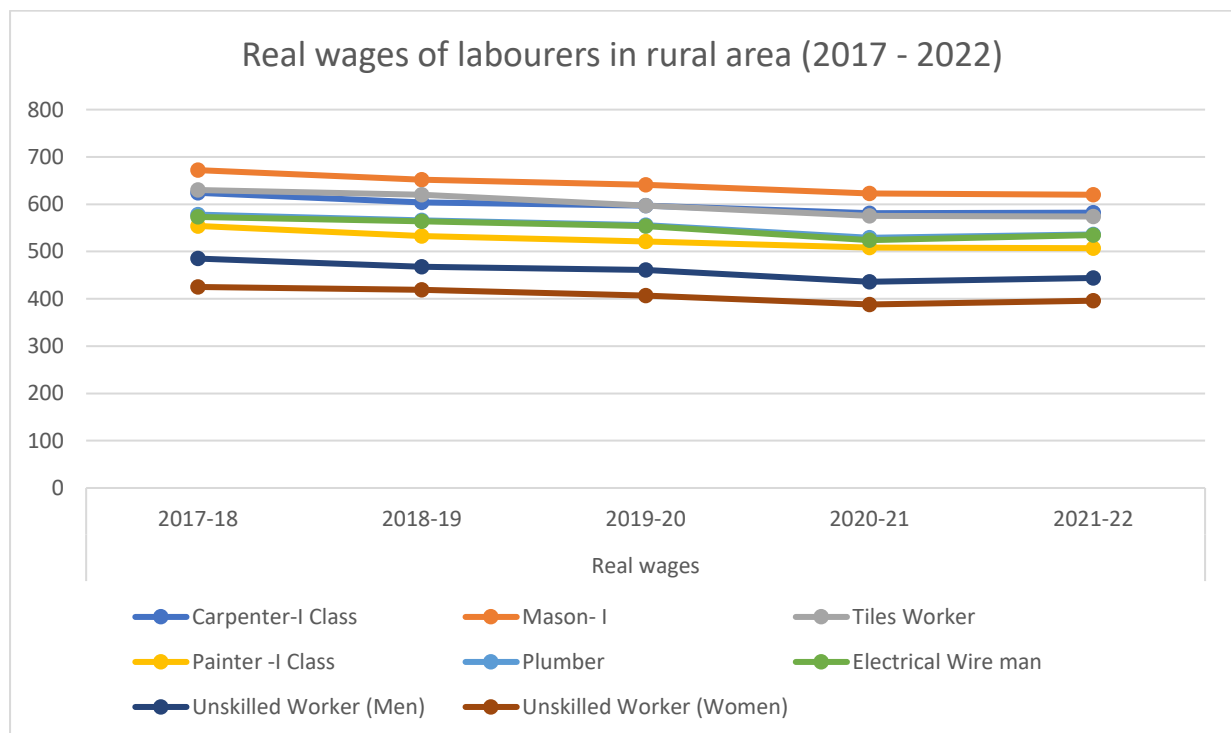
The table above represent nominal and real wages of different categories of labour in construction sector from 2017-18 to 2021-22 in rural area.

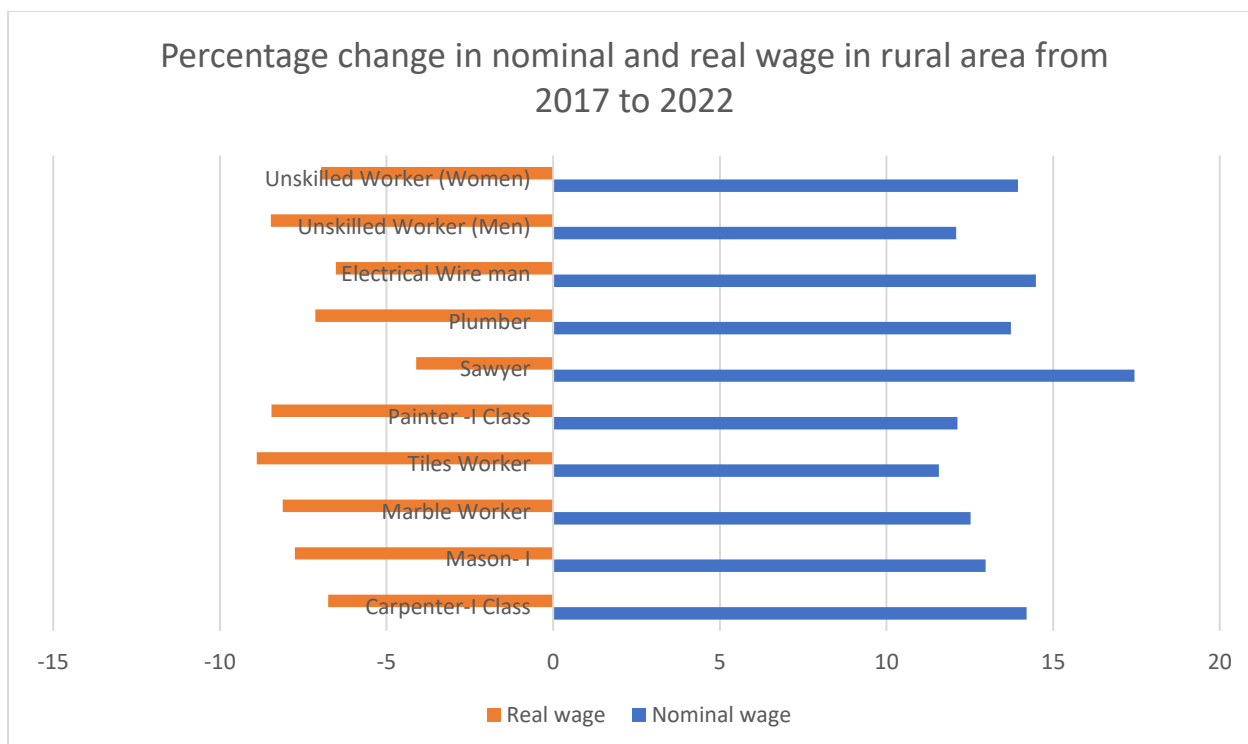
There is a general trend of increase in nominal wages across all categories, there is a clear upward trend in nominal wages, which is expected as inflation and cost of living typically increase over time. Despite the increase in nominal wages, real wages do not show a consistent upward trend. In all categories of labours analysed, real wages have declined suggesting that the increase in nominal wages has not kept pace with inflation.

For instance, if we look into the case of -

- Unskilled Worker (Men): Nominal wages increased from 678 in 2017-18 to 760 in 2021-22, but real wages decreased from 485 to 444 in the same period.
- Painter-I Class: Nominal wages increased from 775 in 2017-18 to 869 in 2021-22, but real wages decreased from 554 to 507.

Likewise for most labour categories, real wages have not increased in line with nominal wages, implying that workers are not experiencing an actual improvement in their purchasing power.



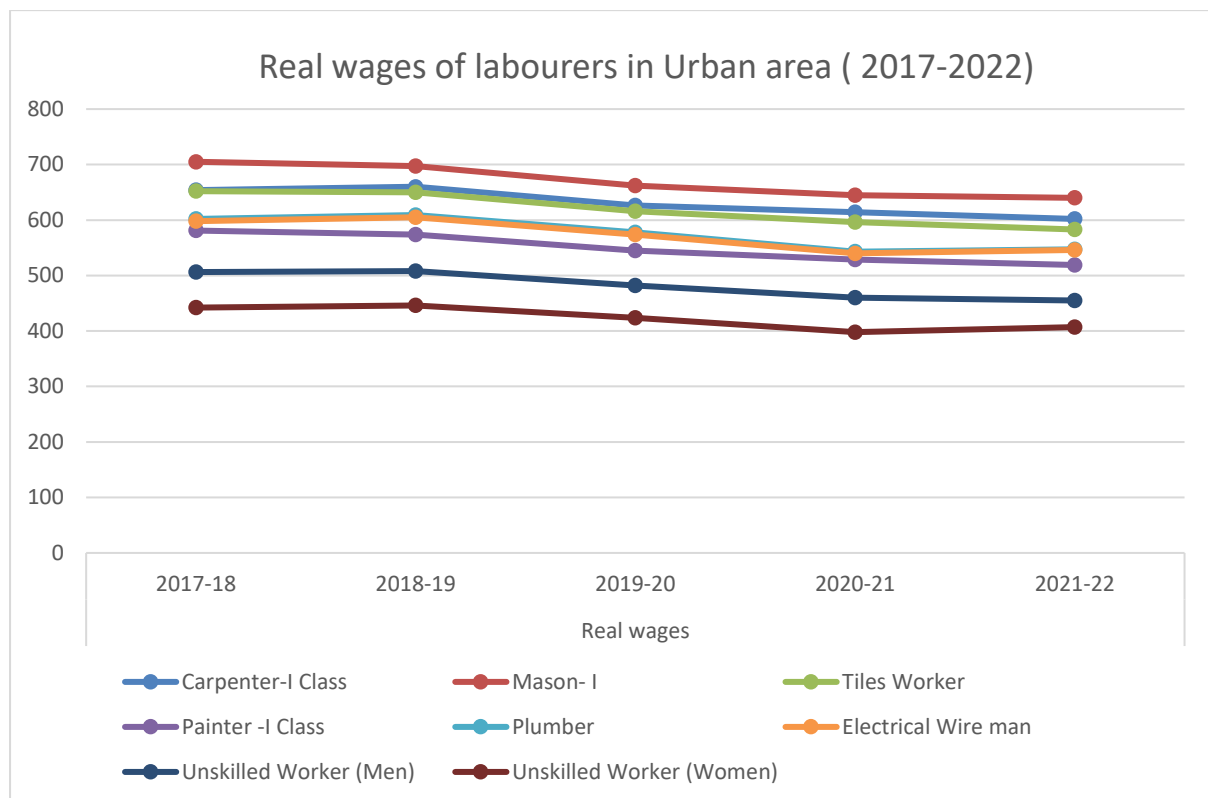


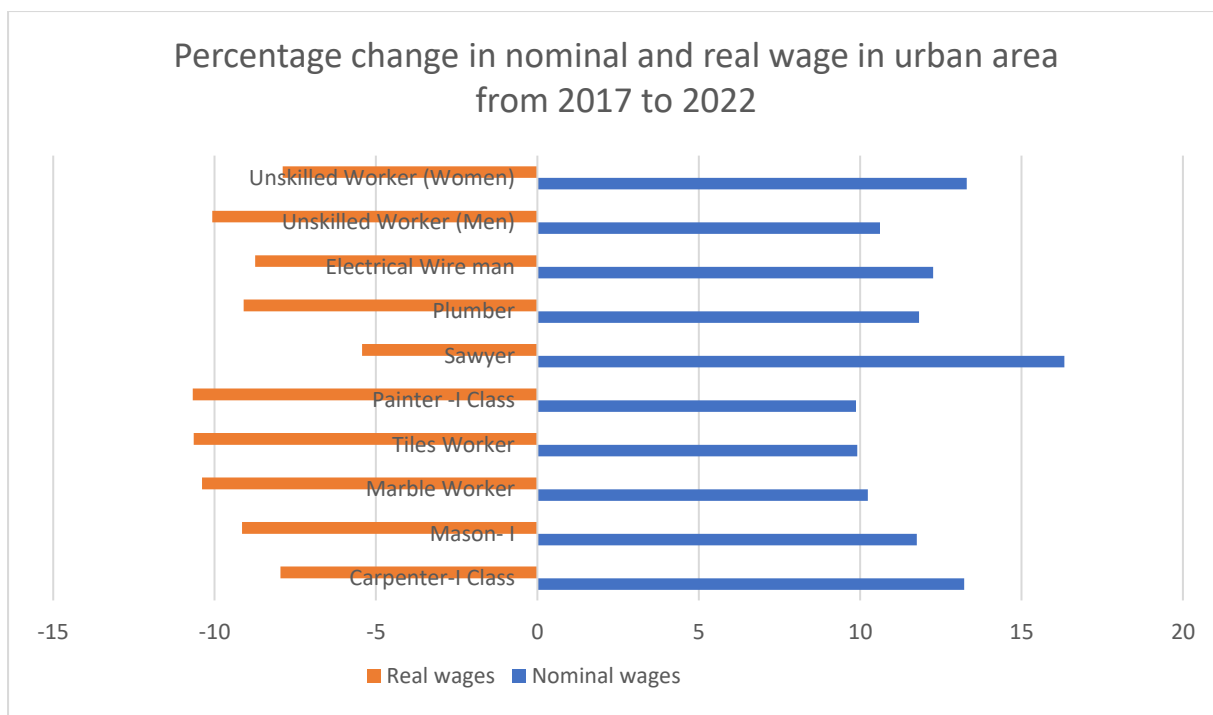
## 10.2 Wage analysis of construction labour in urban area

Categories of labour	Nominal Wages					Real wages				
	2017-18	2018-19	2019-20	2020-21	2021-22	2017-18	2018-19	2019-20	2020-21	2021-22
Carpenter-I Class	900	913	952	994	1019	654	660	626	614	602
Mason- I	970	982	1006	1044	1084	705	697	662	645	640
Marble Worker	918	936	952	983	1012	667	649	626	607	598
Tiles Worker	898	911	937	964	987	652	650	616	596	583
Painter -I Class	800	806	828	856	879	581	574	545	529	519
Sawyer	833	878	879	880	969	605	609	578	544	572
Plumber	829	853	878	878	927	602	609	578	543	547
Electrical Wire man	824	849	872	874	925	598	605	574	540	546
Unskilled Worker (Men)	697	700	733	744	771	506	508	482	460	455
Unskilled Worker (Women)	609	621	644	644	690	442	446	424	398	407

The table above represent nominal and real wages of different categories of labour in construction sector from 2017-18 to 2021-22 in urban area.

Across all categories, nominal wages have increased steadily from 2017-18 to 2021-22. Skilled labour categories such as Mason-I and Carpenter-I Class, generally have higher nominal wages compared to unskilled workers. Despite the increase in nominal wages, real wages show a declining trend, meaning the purchasing power of workers has not kept pace with the rising inflation. The magnitude of decline in real wages suggests that inflation has eroded the gains in nominal wages. This trend indicates that workers may be earning more in absolute terms but are facing reduced purchasing power, particularly unskilled workers men and women.





Year	Cost of living index (CPI)	
	Urban	Rural
2017-18	137.68	139.87
2018-19	144.24	146.88
2019-20	152.00	156.49
2020-21	161.83	165.42
2021-22	169.37	171.30

Base Year- 2012, [https://cpi.mospi.gov.in/TimeSeries\\_2012.aspx](https://cpi.mospi.gov.in/TimeSeries_2012.aspx)

For analysing the cost of living, the CPI (base year -2012) is considered. Over the past five years, the CPI in urban area increased by 23.01%, while in rural areas the index increased by 22.47%. Across both regions, in all categories of labourers under study are facing challenges in maintaining real wage growth, indicating a need for economic policies that address inflation, improve wage levels and ensure that wage growth translates into real income gains for workers across all categories. There is a need for wage revision of workers in line with increase in cost of living.

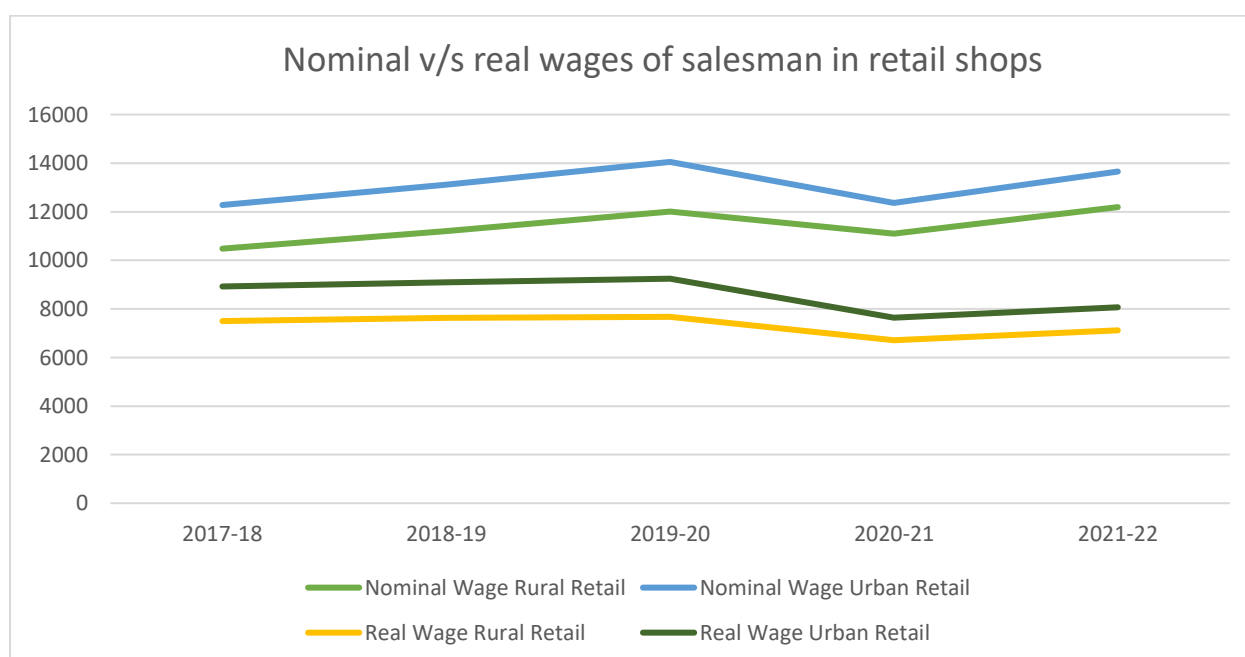


### 10.3 Wage analysis of Salesman and Managers

Year	Nominal Wages				Real wages			
	Rural Retail shops		Urban Retail shops		Rural Retail shops		Urban Retail shops	
	Salesman	Manager	Salesman	Manager	Salesman	Manager	Salesman	manager
2017-18	10482	14894	12279	19913	7494	10649	8918	14463
2018-19	11203	15291	13112	21516	7628	10411	9090	14917
2019-20	12009	16130	14053	22040	7674	10307	9245	14500
2020-21	11102	15167	12363	20904	6711	9169	7639	12917
2021-22	12192	16445	13658	21835	7117	9600	8064	12892

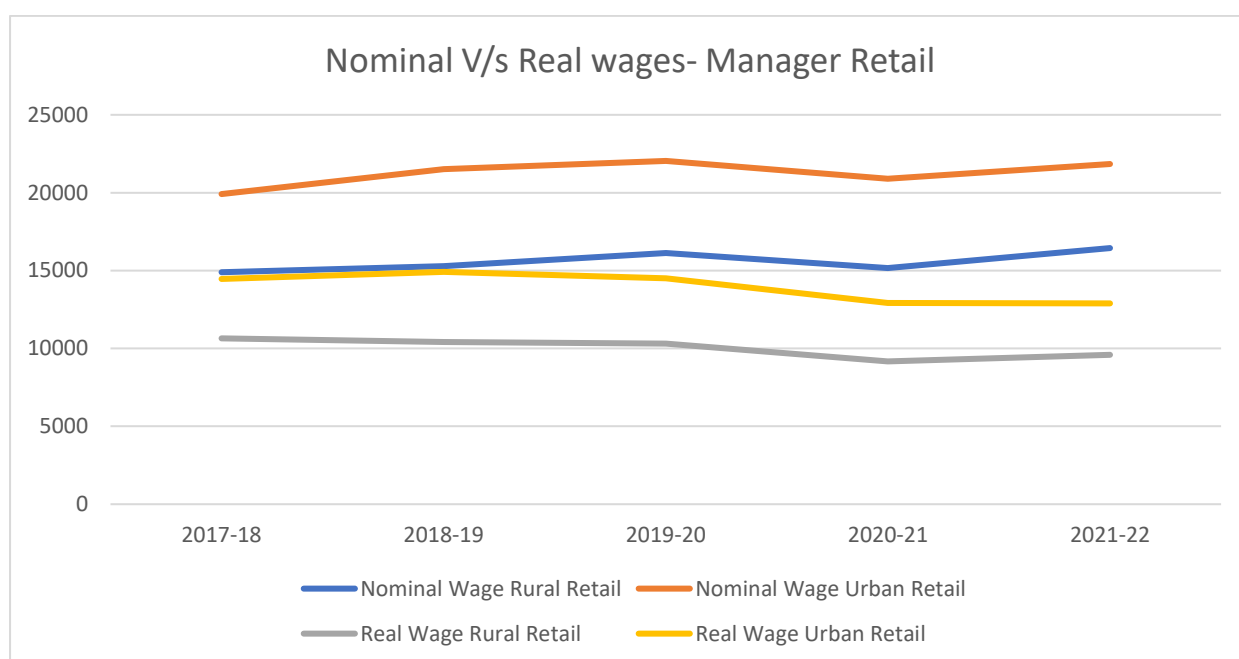
#### Salesman – Retail shops

The nominal wages of salesman in retail increased in both rural and urban areas, the increase was more substantial in rural areas 16.31% compared to urban areas 11.24%. However, urban wages remained consistently higher. Despite the increase in nominal wages, real wages have declined in both rural and urban areas, indicating that inflation has eroded purchasing power. The decline in urban areas is 9.57% and is sharper than in rural areas 5.03%.



## Manager – Retail shops

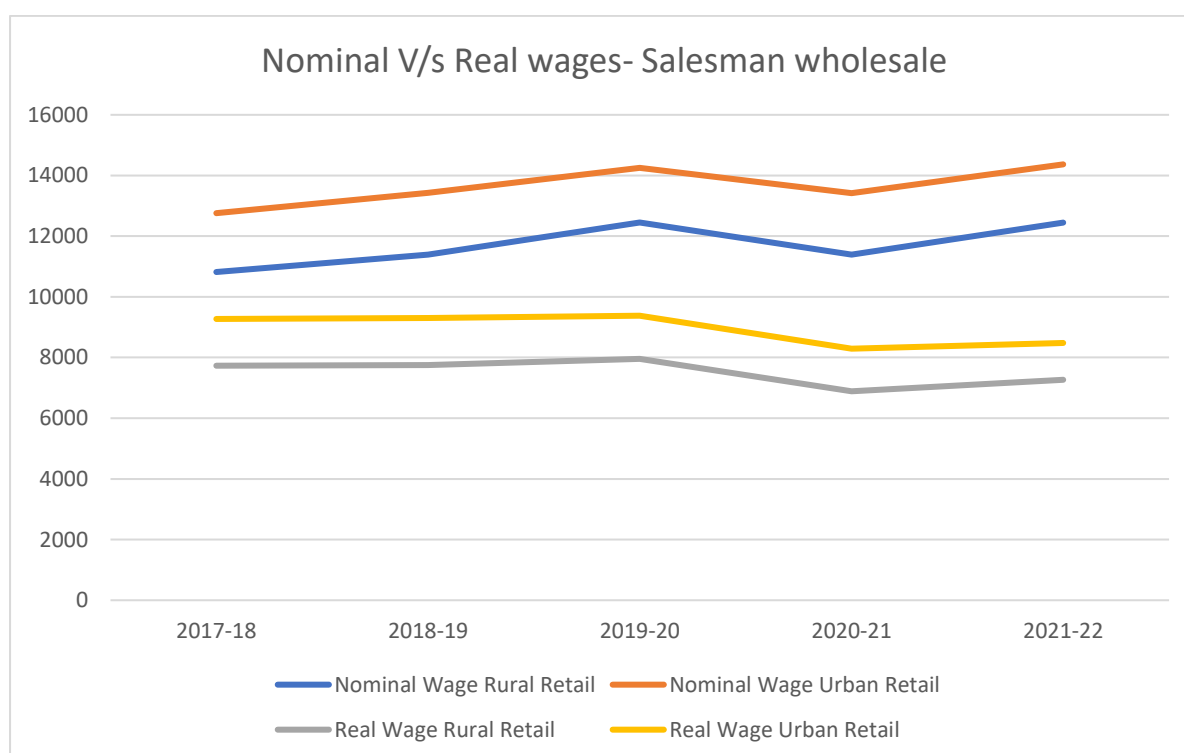
Nominal wages for managers in both rural and urban areas increased, but the increase was slightly more substantial in rural areas (10.42%) compared to urban areas (9.65%). However, urban nominal wages were consistently higher. Despite the increase in nominal wages, real wages have declined in both rural and urban areas. The decline is slightly more pronounced in urban areas (10.86%) than in rural areas (9.86%), indicating that inflation has affected urban purchasing power more significantly.



Year	Nominal wages				Real wages			
	Rural Wholesale shops		Urban Wholesale shops		Rural Wholesale shops		Urban Wholesale shops	
	salesman	manager	Salesman	Manager	salesman	manager	Salesman	Manager
2017-18	10819	16907	12759	18191	7735	12088	9267	13212
2018-19	11393	18289	13425	19131	7757	12452	9307	13263
2019-20	12451	19184	14255	20077	7956	12259	9378	13209
2020-21	11394	17069	13418	20226	6888	10319	8291	12498
2021-22	12448	18175	14367	21632	7267	10610	8483	12772

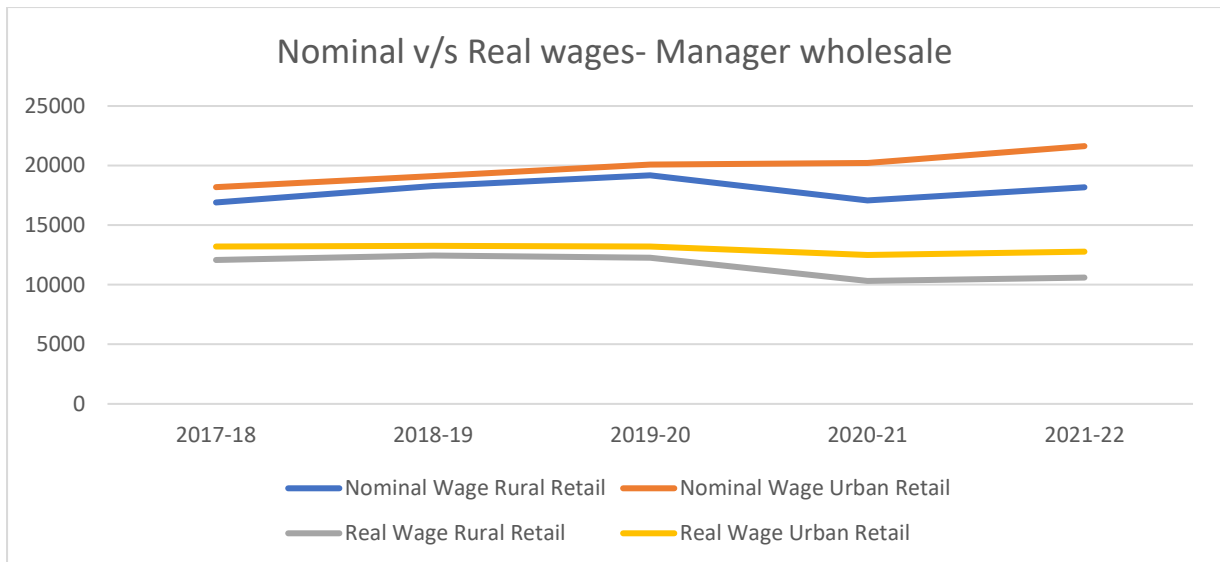
### Salesman- Wholesale shops

Both rural and urban areas saw an increase in nominal wages. The increase was slightly higher in rural areas (15.05%) compared to urban areas (12.60%). Despite this, urban nominal wages were consistently higher. Similar to the case of salesman in retail sector, real wages for salesmen in wholesale sector have declined in both rural and urban areas despite the increase in nominal wages. The decline in real wages is more pronounced in urban areas (8.45%) than in rural areas (6.06%).

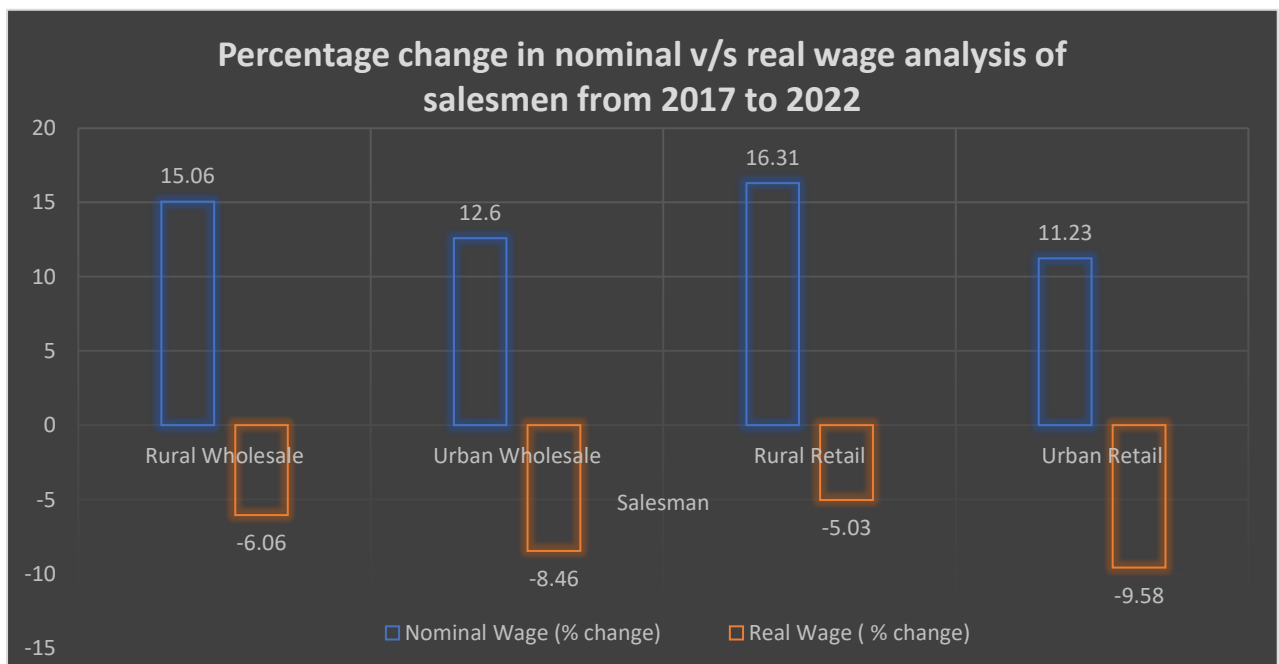


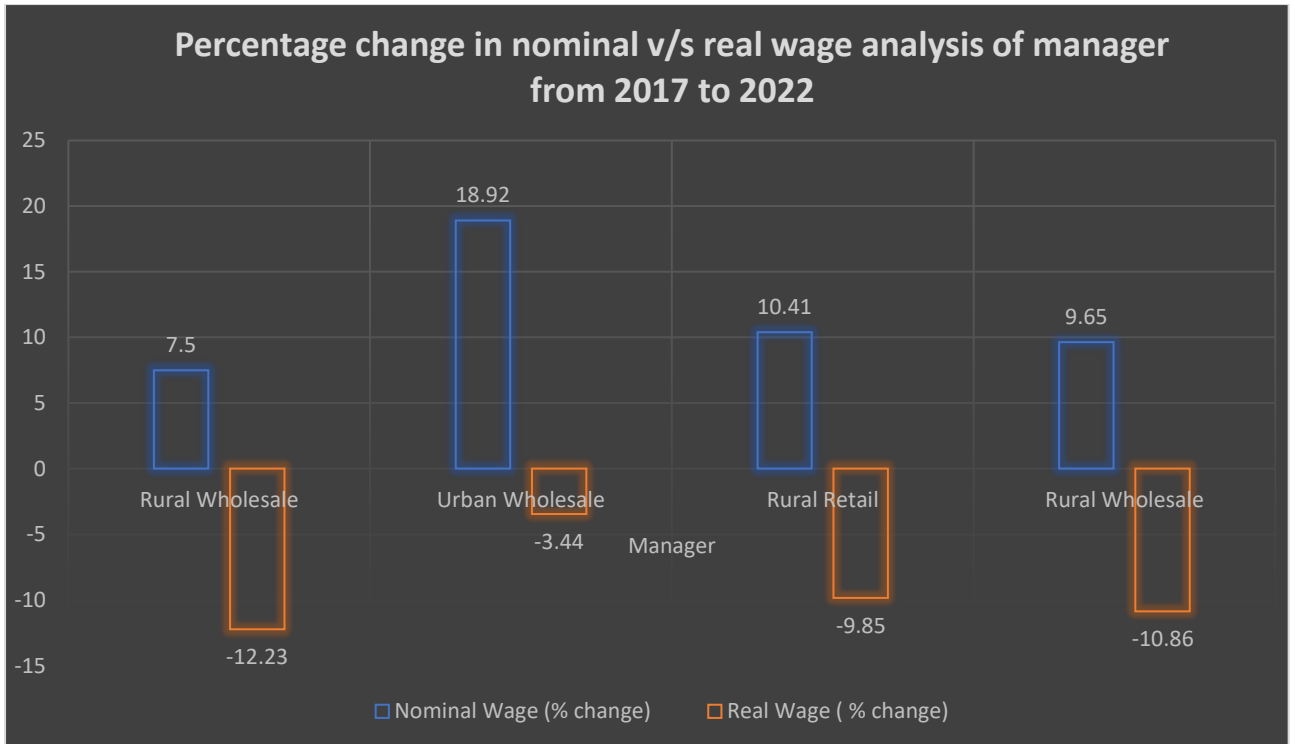
### Manager- Wholesale shops

Both rural and urban areas experienced increases in nominal wages, but the increase was significantly higher in urban areas (18.89%) compared to rural areas (7.49%). Urban nominal wages were consistently higher throughout the period. In respect of real wage in rural area the wage decreased by (12.21 %) decrease over five years. While in urban area, the real wage decreased by (3.32%)



Labour	Criteria	Nominal Wage (% change)	Real Wage (% change)
Salesman	Rural Wholesale	15.06	-6.06
	Urban Wholesale	12.60	-8.46
	Rural Retail	16.31	-5.03
	Urban Retail	11.23	-9.58
Manager	Rural Wholesale	7.50	-12.23
	Urban Wholesale	18.92	-3.44
	Rural Retail	10.41	-9.85
	Rural Wholesale	9.65	-10.86





Nominal wages have increased across all categories for both salesmen and managers. However, real wages have decreased in all categories, indicating that inflation has outpaced wage growth, reducing the purchasing power of workers in both positions. Managers in Urban wholesale is better off in terms of real wage decline compared to others, while those in Rural wholesale are the most affected.

## 11. Conclusion

Wage trends are likely influenced by broader economic conditions including market demand, inflation and overall industry performance. Government policies related to labour regulations; minimum wages initiatives may also impact wage dynamics. Changes in consumer preferences, competition and supply chain dynamics can affect the profitability of businesses which in turn may influence wage levels.

Geographic location plays a significant role in determining wages due to differences in cost of living and market demand. Wages in urban area are generally higher than wages in rural area. Urban areas typically have a higher cost of living including housing, transportation and other daily expenses. To attract workers to these areas, employers often offer higher wages to compensate for the increased cost of living. Urban populations often have higher levels of education and specialized skills which can command higher wages in the job market. This concentration of skilled workers in urban areas can drive up wages overall. Urban areas tend to have higher population densities and greater economic activity leading to increased demand for labour across various sectors. This demand-supply dynamic can push wages higher in urban areas compared to rural areas where demand may be lower. Unfortunately, disparities based on gender can affect wages. Efforts to address these inequalities through equal pay initiatives are crucial for ensuring fair compensation for all professionals. Another key finding from the study during the reference period is, even though nominal wages of both construction and commercial workers have increased by about 10 to 20% on an average, while looking at real wage the wages during this period has indeed on a declining trend implying that nominal wages have not grown in line with increase in cost of living. Special focus needs to be given to address the issue of decreasing real wage.

Overall, the wage structure survey serves as a crucial tool for understanding and addressing the dynamics of wages in the construction and commercial sectors, ultimately impacting the lives and livelihoods of workers across the state.

## 12. ANNEXURE

### 12.1 District wise average monthly wages of salesman (2017-22)

District wise average monthly wage of salesman in retail sector – Rural (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	9029	9713	10449	10370	10952
Kannur	9994	11096	12406	12115	12933
Wayanad	9512	10834	11578	12170	12757
Kozhikode	10599	11355	11976	11159	12044
Malappuram	11101	12073	13243	11746	14017
Palakkad	9594	10483	11867	10076	11734
Thrissur	10138	10510	11057	10018	10957
Ernakulam	8645	8641	9561	9768	10841
Idukki	9690	10312	10617	9613	10360
Kottayam	12682	13268	12911	9872	11613
Alappuzha	12234	12775	13495	12090	13639
Pathanamthitta	9489	10032	10868	9803	10875
Kollam	10203	10787	11700	10226	11593
Thiruvananthapuram	11267	11612	12293	10356	11685
State	10482	11203	12009	11102	12192

District wise average monthly wage of salesman in retail sector- Urban (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	12286	13213	14265	12238	13450
Kannur	10848	11812	13022	12499	13328
Wayanad	10873	11887	12995	14659	14871
Kozhikode	12203	13533	14082	12930	14331
Malappuram	12021	13132	14142	13224	15352
Palakkad	11744	12661	13780	12303	13531
Thrissur	9527	9792	10247	9402	10507
Ernakulam	12927	13543	14559	11966	15049
Idukki	10362	10955	11543	10552	11044
Kottayam	12400	12809	13432	10419	11569
Alappuzha	13857	14705	15740	12415	13363
Pathanamthitta	11967	12488	13125	11877	11471
Kollam	11861	12512	13395	12204	13785
Thiruvananthapuram	13695	14422	15592	13995	15691
State	12279	13112	14053	12363	13658

District wise average monthly wage of salesman in wholesale sector- Rural (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	10516	11116	11915	12164	12548
Kannur	10479	11456	12776	12477	12781
Wayanad	12667	13682	15022	14946	16592
Kozhikode	10649	11151	11969	9372	11458
Malappuram	14887	15565	16618	14426	15458
Palakkad	9238	9260	10273	9605	11150
Thrissur	9053	9388	10124	9102	10194
Ernakulam	9672	10247	11371	10272	12312
Idukki	12379	13238	13900	11675	12752
Kottayam	11795	11899	13052	11066	11293
Alappuzha	11048	11923	12772	11709	13901
Pathanamthitta	9004	9586	10259	10309	10474
Kollam	12435	13089	15101	13609	14905
Thiruvananthapuram	12751	12954	13463	12357	13461
State	10819	11393	12451	11394	12448

District wise average monthly wage of salesman in wholesale sector –Urban (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	12793	14200	15048	12920	14144
Kannur	12461	13408	14609	13293	14579
Wayanad	11906	13076	14026	14456	15151
Kozhikode	14547	15044	16363	13124	13292
Malappuram	14858	15412	16109	15792	17019
Palakkad	10219	11082	11836	11620	12850
Thrissur	11018	11920	11918	12122	13011
Ernakulam	11858	12886	14393	13169	14134
Idukki	12343	12951	13572	11979	13527
Kottayam	14349	13517	13804	11631	12902
Alappuzha	12810	13184	14068	12423	14005
Pathanamthitta	11441	11953	12719	12954	12952
Kollam	13715	14190	14808	14482	14071
Thiruvananthapuram	14967	15293	16334	16781	17558
State	12759	13425	14255	13418	14367



## 12. 2 District wise average monthly salary of managers

District wise average monthly salary of manager in retail shop –Rural ( in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	12225	12525	12700	12400	13063
Kannur	17100	18210	19900	NS	NS
Wayanad	15250	16750	17700	17888	18550
Kozhikode	11900	12700	13967	7267	20838
Malappuram	16263	19092	22525	17973	20363
Palakkad	17340	17840	18500	NS	NS
Thrissur	18500	18750	19425	15694	19053
Ernakulam	19094	19883	19720	20361	21224
Idukki	14867	14992	13775	14150	13730
Kottayam	NS	NS	NS	NS	NS
Alappuzha	9978	10202	11602	12050	14050
Pathanamthitta	15533	16367	17278	16938	18667
Kollam	20526	18200	19833	22485	23852
Thiruvananthapuram	14071	14500	14895	13583	NS

NS-not in sample

District wise average monthly salary of manager in retail shops –Urban ( in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	12225	12525	12700	12400	13063
Kannur	17100	18210	19900	NS	NS
Wayanad	15250	16750	17700	17888	18550
Kozhikode	11900	12700	13967	7267	20838
Malappuram	16263	19092	22525	17973	20363
Palakkad	17340	17840	18500	NS	NS
Thrissur	18500	18750	19425	15694	19053
Ernakulam	19094	19883	19720	20361	21224
Idukki	14867	14992	13775	14150	13730
Kottayam	NS	NS	NS	NS	NS
Alappuzha	9978	10202	11602	12050	14050
Pathanamthitta	15533	16367	17278	16938	18667
Kollam	20526	18200	19833	22485	23852
Thiruvananthapuram	14071	14500	14895	13583	NS

NS-not in sample

District wise average monthly salary of manager in wholesale shops –Rural ( in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	16165	17598	18561	16158	16697
Kannur	17000	18188	19303	17807	18664
Wayanad	14260	15436	16700	18717	21167
Kozhikode	12795	13015	13896	12950	12186
Malappuram	13153	14202	14265	14812	17652
Palakkad	19590	20123	21011	16472	20980
Thrissur	13250	15584	18938	14042	17834
Ernakulam	17496	19144	19601	20008	19836
Idukki	14831	17149	17417	18758	17268
Kottayam	16058	14914	15365	15211	18689
Alappuzha	17075	16238	21094	12831	15383
Pathanamthitta	16413	16882	19216	14626	17444
Kollam	15313	17243	20525	NS	NS
Thiruvananthapuram	16267	17609	18303	14210	18922

NS-not in sample

District wise average monthly salary of manager in wholesale shops –Urban ( in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	21070	20173	19103	25051	25888
Kannur	16984	17707	20897	19380	20773
Wayanad	18464	18608	19753	20890	20992
Kozhikode	19546	19616	21432	18177	17546
Malappuram	16225	18586	20184	20359	22042
Palakkad	17548	18713	21186	20031	21796
Thrissur	20238	20631	21199	22015	23225
Ernakulam	21870	28031	29379	26665	27764
Idukki	15162	15873	16771	16571	18024
Kottayam	19482	19015	19232	18210	20945
Alappuzha	20290	21009	17955	19250	21538
Pathanamthitta	15136	16019	16714	17100	18263
Kollam	17866	19093	22043	20095	22070
Thiruvananthapuram	21653	22109	23437	23102	23426

NS-not in sample

### 12.3 District wise average monthly wage of accountant (2017-22)

District wise average monthly wage of accountant in wholesale shops - Urban (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	14516	15915	17038	14219	16579
Kannur	12028	13109	14786	10551	11980
Wayanad	11328	12261	13292	13466	14014
Kozhikode	9606	10677	12115	11742	10813
Malappuram	16589	18627	19975	18387	21319
Palakkad	13007	14600	20221	18285	19112
Thrissur	16273	16695	17394	17114	19135
Ernakulam	12133	11948	13061	11603	14236
Idukki	11813	11625	12500	11550	13450
Kottayam	13843	14413	15320	13871	16135
Alappuzha	13959	16246	17470	NS	16750
Pathanamthitta	11580	12524	15147	14371	15681
Kollam	16753	18757	19875	18750	20830
Thiruvananthapuram	15214	16743	19269	21589	20689
State	13067	13619	15018	13839	15422

NS- Not in sample

District wise average monthly wage of accountant in wholesale shops -Rural (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	8823	9082	9870	9745	10002
Kannur	7500	9250	10625	12500	12500
Wayanad	11485	12854	13708	15497	17997
Kozhikode	7167	8167	9750	NS	12778
Malappuram	11397	12361	13022	11590	14771
Palakkad	NS	NS	NS	NS	NS
Thrissur	8150	8319	8813	10146	10996
Ernakulam	9227	9380	12382	12940	15110
Idukki	NS	NS	NS	NS	NS
Kottayam	11481	10858	11699	10554	14145
Alappuzha	7500	8487	9977	12959	13718
Pathanamthitta	9563	9563	10413	9875	10000
Kollam	9083	10000	11200	9000	11500
Thiruvananthapuram	11600	12500	14000	NS	NS
State	9415	10068	11288	11481	13047

NS- Not in sample

District wise average monthly wage of accountant in retail shops- Urban (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	19805	20300	23113	20125	20750
Kannur	13250	13750	15000	14850	15644
Wayanad	9734	10213	15485	16070	16070
Kozhikode	14018	15497	17106	16193	16692
Malappuram	19328	20296	21226	19158	20823
Palakkad	NS	NS	NS	NS	NS
Thrissur	11855	12355	14000	13250	15000
Ernakulam	13109	14046	16141	13895	16082
Idukki	11000	12000	13600	9750	12060
Kottayam	11584	12030	13188	10850	13833
Alappuzha	NS	NS	NS	16000	14289
Pathanamthitta	11033	12048	13733	13159	13579
Kollam	12449	15009	17042	16857	18197
Thiruvananthapuram	NS	NS	12667	17667	18417
State	13379	14322	16025	15217	16264

NS- Not in sample

District wise average monthly wage of accountant in retail shops -Rural (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	10022	12378	15363	15560	15225
Kannur	NS	NS	NS	NS	NS
Wayanad	10013	10509	11208	11269	13375
Kozhikode	5938	7000	8286	8188	13761
Malappuram	NS	NS	NS	NS	NS
Palakkad	NS	NS	NS	NS	NS
Thrissur	5750	5875	6250	8125	9250
Ernakulam	19741	17042	18787	23425	25456
Idukki	8750	9125	9500	9225	9800
Kottayam	12845	13200	13525	11829	11417
Alappuzha	7463	7967	7734	6000	17867
Pathanamthitta	9813	10000	10478	10250	10932
Kollam	13712	12860	14150	12350	14850
Thiruvananthapuram	NS	NS	NS	NS	5000
State	10807	11255	12422	12275	13347

NS- Not in sample

## 12.4 District wise average monthly wages of clerk from 2017 to 2022

District wise average monthly wages of clerk in retail shops- Rural (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	6040	6500	7100	5100	6600
Kannur	15000	15650	16350	12750	14500
Wayanad	NS	NS	NS	NS	NS
Kozhikode	8680	9020	9500	8000	9250
Malappuram	8824	9488	10194	8344	9596
Palakkad	NS	NS	NS	NS	NS
Thrissur	8000	8500	9200	7000	7375
Ernakulam	7728	7188	7806	6510	7619
Idukki	10303	10880	11600	9500	10300
Kottayam	9500	NS	NS	NS	NS
Alappuzha	9847	10283	10773	9120	10500
Pathanamthitta	12250	12500	13000	10625	11125
Kollam	13678	14350	15221	11533	12033
Thiruvananthapuram	14046	15225	15866	12834	16000

\*NS- Not in Sample

District wise Average monthly wages of clerk in wholesale shops - Rural (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	10025	10600	11350	8900	9800
Kannur	NS	NS	NS	NS	NS
Wayanad	NS	NS	NS	NS	NS
Kozhikode	13200	13850	14000	13050	14125
Malappuram	11344	10727	11795	9837	11650
Palakkad	8612	8749	9391	7608	10098
Thrissur	7786	9048	9197	7375	8313
Ernakulam	11283	11700	12200	10413	11700
Idukki	11078	11750	12670	10650	13240
Kottayam	10027	10875	12075	8980	10160
Alappuzha	11594	12221	11933	8333	9718
Pathanamthitta	7946	8428	9063	8292	8875
Kollam	11484	12320	13198	12016	12700
Thiruvananthapuram	16422	16723	16920	18456	17781

\*NS- Not in Sample

District wise Average monthly wages of clerk in retail shops -Urban (in Rs )					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	15340	16544	17811	15026	18236
Kannur	13900	14600	15500	12850	13460
Wayanad	10380	10928	11800	10473	10886
Kozhikode	11933	12444	11678	11335	12520
Malappuram	13616	14136	14824	12401	14109
Palakkad	NS	NS	NS	NS	NS
Thrissur	11760	12130	12730	10350	11350
Ernakulam	10822	11461	12825	10942	12442
Idukki	11065	11738	12640	9975	11875
Kottayam	9850	10500	11160	9600	10200
Alappuzha	13450	14197	15038	12513	13567
Pathanamthitta	11361	11807	12229	10800	11738
Kollam	12275	12500	11250	10375	11000
Thiruvananthapuram	10841	11688	12777	11138	13644

\*NS- Not in Sample

District wise Average monthly wages of clerk in wholesale shops - Urban (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	11258	12094	12926	11844	12669
Kannur	13725	14597	15593	12958	15565
Wayanad	8590	8940	9650	10500	11500
Kozhikode	13484	14066	16354	11774	12842
Malappuram	11095	12953	13713	11575	12445
Palakkad	NS	NS	NS	NS	NS
Thrissur	8257	8978	10180	8907	11301
Ernakulam	11877	12790	13789	8396	12546
Idukki	11355	12127	13429	9623	12117
Kottayam	10750	11360	12120	9850	10320
Alappuzha	13532	14326	15029	12000	13100
Pathanamthitta	16550	16925	17550	17800	17800
Kollam	12896	14133	15004	12348	13621
Thiruvananthapuram	13215	13365	14636	12496	15106

\*NS- Not in Sample

## 12.5 District wise average monthly wages of cashier from 2017 to 2022

District wise average monthly wages of cashier in retail shops - Rural (in Rs)					
District	2017-'18	2018-'19	2019-'20	2020-'21	2021-'22
Kasargod	12100	13000	15000	14600	17600
Kannur	18300	19900	21600	19900	20333
Wayanad	9800	10520	11100	9800	10900
Kozhikode	14250	15050	15950	12930	15545
Malappuram	18300	19075	20013	18450	20243
Palakkad	NS	NS	NS	NS	NS
Thrissur	13067	13683	14983	15125	16625
Ernakulam	NS	NS	NS	NS	11602
Idukki	10058	10519	11136	9710	10722
Kottayam	17500	17625	18038	17125	18320
Alappuzha	11117	11533	12200	10233	11200
Pathanamthitta	7500	8100	8950	7900	9050
Kollam	11162	12500	12988	13329	20625
Thiruvananthapuram	6600	7200	8000	6000	7700

\*NS- Not in Sample

District wise average monthly wages of cashier in wholesale shops- Rural (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	NS	NS	NS	NS	NS
Kannur	NS	NS	NS	NS	NS
Wayanad	NS	NS	NS	NS	NS
Kozhikode	NS	NS	NS	NS	NS
Malappuram	13275	12042	13240	12072	13071
Palakkad	10525	11063	9975	8850	9711
Thrissur	12032	13475	14563	13063	13938
Ernakulam	9683	9750	10521	9202	10954
Idukki	8100	9600	9100	7000	10000
Kottayam	11760	12575	13088	11100	12600
Alappuzha	7900	8400	9000	8400	9300
Pathanamthitta	NS	NS	NS	NS	NS
Kollam	12282	13555	15417	12750	14290
Thiruvananthapuram	NS	NS	NS	NS	NS

\*NS- Not in Sample

District wise average monthly wages of cashier in retail shops- Urban (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	14516	15513	16620	15120	19426
Kannur	15140	15907	16858	16514	16502
Wayanad	14780	15615	16699	14450	15995
Kozhikode	13545	15656	16825	13400	15200
Malappuram	15469	16138	16963	12458	14763
Palakkad	14528	15528	16824	15989	16120
Thrissur	12166	12535	12979	14375	15125
Ernakulam	16272	17129	17840	16198	17369
Idukki	12563	27125	13850	13388	12150
Kottayam	11287	11625	12284	13050	13913
Alappuzha	9125	9560	10125	9000	10210
Pathanamthitta	12735	13569	14316	11750	12059
Kollam	13526	14123	14861	15248	15280
Thiruvananthapuram	12226	12507	13358	12665	13190

\*NS- Not in Sample

District wise average monthly wages of cashier in wholesale shops- Urban (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	14773	15612	16273	15238	15238
Kannur	13099	14117	15363	13956	15995
Wayanad	8280	9280	10500	9000	10230
Kozhikode	13125	13875	15225	12925	14200
Malappuram	12622	13777	14791	14702	14824
Palakkad	11756	13307	14320	13365	14483
Thrissur	9500	10000	10750	10375	11292
Ernakulam	12419	12827	13525	11047	12962
Idukki	10136	10545	11186	8610	10575
Kottayam	14031	14128	15668	11378	13247
Alappuzha	13582	14291	15029	13300	14735
Pathanamthitta	NS	NS	NS	NS	NS
Kollam	13763	14375	15120	12850	14350
Thiruvananthapuram	12870	14578	16096	14483	15594

\*NS- Not in Sample



## 12.6 District wise average monthly wages of service staff (2017-22)

District wise average monthly wages of service staff in retail shops -Rural (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	14333	NS	NS	NS	NS
Kannur	8125	15000	16444	11175	11333
Wayanad	13302	10650	11700	14900	14667
Kozhikode	17041	14010	16774	17900	16615
Malappuram	NS	17975	18992	16985	18322
Palakkad	NS	NS	NS	NS	NS
Thrissur	9940	NS	NS	NS	NS
Ernakulam	9000	10603	11587	9325	10775
Idukki	12121	9795	10500	8300	11030
Kottayam	13882	11831	12423	10718	11324
Alappuzha	8750	14563	15332	13200	15298
Pathanamthitta	13385	8558	9714	11958	12188
Kollam	12542	14163	15041	13301	15608
Thiruvananthapuram	NS	11000	12444	9600	11230

NS- Not in sample

District wise average monthly wages of service staff in retail shops –Urban ( in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	NS	NS	NS	NS	NS
Kannur	NS	NS	NS	NS	NS
Wayanad	NS	NS	NS	NS	NS
Kozhikode	12938	13610	13862	13712	13864
Malappuram	14565	15682	17194	15527	17518
Palakkad	7153	8381	8946	8867	9450
Thrissur	NS	NS	NS	NS	NS
Ernakulam	12600	13637	14644	13108	14095
Idukki	12709	13880	15405	13850	17088
Kottayam	13279	14012	14684	12781	15239
Alappuzha	10225	11288	12395	10700	12025
Pathanamthitta	10691	11389	12369	10354	12021
Kollam	13641	14685	15986	13594	15835
Thiruvananthapuram	12250	12800	14336	10000	12370

NS- Not in sample

District wise average monthly wage of service staff in wholesale shops –Rural (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	NS	NS	NS	NS	NS
Kannur	5167	7000	7536	7375	7444
Wayanad	NS	NS	NS	NS	NS
Kozhikode	7230	10300	11750	9115	10600
Malappuram	11524	13003	13633	12710	12750
Palakkad	NS	NS	NS	NS	NS
Thrissur	NS	NS	NS	NS	NS
Ernakulam	NS	NS	NS	NS	NS
Idukki	NS	NS	NS	NS	NS
Kottayam	7507	7959	8622	7376	9642
Alappuzha	NS	NS	18000	12900	14450
Pathanamthitta	10809	10768	11374	10232	12300
Kollam	10625	11320	12130	10350	13020
Thiruvananthapuram	NS	NS	NS	NS	NS

NS- Not in sample

District wise average monthly wage of service staff in wholesale shops - Urban (in Rs)					
District	2017-18	2018-19	2019-20	2020-21	2021-22
Kasargod	NS	NS	NS	NS	NS
Kannur	NS	NS	NS	NS	NS
Wayanad	15663	16255	18657	18984	21250
Kozhikode	11072	12129	13372	8917	11532
Malappuram	9164	10217	11663	9833	12097
Palakkad	13500	12000	14875	13188	14500
Thrissur	10130	10918	11651	11291	12495
Ernakulam	10490	11540	12594	10100	11978
Idukki	17450	18095	18910	12850	18400
Kottayam	10840	12509	13180	10252	13267
Alappuzha	18201	19267	20247	16477	20983
Pathanamthitta	11630	12615	13338	10600	12550
Kollam	12167	12690	13230	9600	14430
Thiruvananthapuram	12350	13335	14384	11467	14369

NS- Not in sample

**12.7 List of NIC codes-2004 used**

Wholesale trade	Group	N.I.C code 2004	Description
	i	5121,5122	Agricultural raw materials, live animals, food beverages and tobacco, cereals and pulses, fodder, lowers, animal's skins and leather, fruits and vegetables, eggs, milk and dairy products, food products, narcotic substances
	ii	5131,5139	Textiles materials, footwear, household goods(various), furniture, radio television and other consumer electronics, stationary items, clay pots, glass, pharmaceutical and medical goods
	iii	5141,5142,5143 5149	All types of fuels and related products, metals and metal ores and their construction materials, sanitary fittings, paints, varnishes, lacquers, Other intermediate products, waste and scrap, raw silk, fertilizers and pesticides
	iv	5110 5190	Commission agents dealing in wood, paper, skin, leather and fur, fuel, petroleum products, chemicals, perfumery and cosmetics, glass, minerals, ores and metals, agricultural raw material, live animals, food, beverages, intoxicants and textiles, machinery & equipment, other than transport machinery. Others (lottery tickets, E-commerce,)
	v	5151 5152 5159	All kinds of machinery, equipment and supplies, computer peripheral equipment and software, semi-conductor device, blank audio and video tapes and diskettes, scientific, medical and surgical machinery and equipment, machinery and equipment for the textile, wood and metal industries

Retail trade	vi	5211 5219 5220	Food, beverages, tobacco, fruits, vegetables, fish and poultry, meat, dairy products, narcotic substances (paan, cigarette, ganja)
	vii	5231 5232 5233	Trade in specialized stores, pharmaceutical and medical goods, sale of perfumery articles, cosmetic. Textiles, clothing, footwear and leather goods and travel accessories. Sale of household appliances, articles and equipment.
	Viii	5234 5239	Hardware, paints and glass, sale of construction materials. Watches and clocks, computers, software, firewood, coal, kerosene, cooking gases, books, magazines, newspaper, toys.
	ix	5510 5520	Hotels, motels, bars, canteens, restaurants, provision of short-stay accommodation.
	x	5240, 5251, 5252 5259, 5260, 5010 5020, 5030, 5040 5050	Sale of lottery tickets, sale via e commerce, repair of personal and household goods, maintenance and repair of motor vehicles, sale of motor vehicle parts and accessories, Repair of TV, VCR, radio, tape recorder, footwear and leather goods, refrigerator, watches and clocks and other similar items. Sale of automotive fuel, activities of commission agents involved in the sale of motorcycles, scooters and three wheelers

## 12.8 District wise wages of construction workers in Rural and Urban area from 2017-18 to 2021-22

District wise wages of workers 2017-18 (Rural)															
District	Carpenter -I Class	Carpenter -II Class	Mason-I	Mason-II	Marble Worker	Tiles Worker	Painter -I Class	Painter - II Class	Sawyer	Plumber	Plumber Helper	Electrical Wire man	Wire Man Helper	Unskilled Worker (Men)	Unskilled Worker (Women)
Kasargod	856	788	806	794	775	775	775	700	800	813	700	813	700	563	425
Kannur	863	725	901	890	863	838	708	625	825	825	675	825	675	710	599
Wayanad	819	674	910	901	NS	808	806	691	NS	798	693	804	691	652	557
Kozhikode	913	844	969	950	981	981	858	738	NS	894	750	894	750	750	638
Malappuram	850	755	925	875	825	844	825	713	NS	825	700	815	692	700	663
Palakkad	738	633	800	775	800	800	625	572	669	663	563	663	563	430	404
Thrissur	925	825	975	950	875	875	775	675	875	775	675	775	675	675	675
Ernakulam	919	819	1250	1200	975	975	800	700	869	875	785	850	750	750	675
Idukki	825	775	825	775	750	750	650	600	763	650	583	658	600	575	531
Kottayam	913	850	950	944	NS	800	800	713	NS	800	725	800	744	725	650
Alappuzha	885	885	1050	1000	975	975	863	863	NS	875	798	792	807	813	750
Pathanamthitta	894	794	894	850	850	856	725	656	894	781	688	781	688	688	413
Kollam	875	825	975	950	950	950	850	756	NS	850	785	850	775	725	625
Thiruvananthapuram	943	836	924	904	1104	1113	786	736	NS	886	804	898	804	736	724
State Average	873	788	940	911	894	881	775	696	814	808	709	801	708	678	595

NS -Not in Sample

District wise wages of workers 2017-18 (Urban)															
District	Carpenter- I Class	Carpenter- II Class	Mason- I	Mason-II	Marble Worker	Tiles Worker	Painter - I Class	Painter - II Class	Sawyer	Plumber	Plumber Helper	Electrical Wire man	Wire Man Helper	Unskilled Worker (Men)	Unskilled Worker (Women)
Kasargod	888	825	850	813	806	806	781	725	788	813	725	813	700	544	444
Kannur	925	788	958	950	900	880	775	678	874	886	750	888	750	775	675
Wayanad	855	731	897	895	NS	800	800	658	750	803	670	811	680	637	537
Kozhikode	913	829	975	956	963	963	863	738	NS	875	744	875	754	744	635
Malappuram	825	738	925	825	825	825	788	725	NS	825	700	815	694	694	625
Palakkad	808	681	846	840	825	825	683	619	744	708	590	702	590	617	440
Thrissur	950	850	1013	1000	900	900	800	700	900	800	710	800	700	700	700
Ernakulam	900	800	1250	1200	1000	1000	850	763	850	919	819	875	775	775	700
Idukki	913	869	913	881	800	783	750	694	875	759	694	750	694	594	575
Kottayam	900	850	950	925	NS	806	788	700	NS	800	750	794	756	706	631
Alappuzha	950	913	1100	1083	1050	1046	867	859	NS	900	794	875	781	775	725
Pathanamthitta	900	819	894	890	850	838	731	669	881	769	675	763	669	681	469
Kollam	1000	900	1075	1000	1000	1000	900	875	NS	900	856	894	850	775	638
Thiruvananthapuram	875	825	929	885	1100	1100	825	750	NS	850	771	875	775	738	738
State Average	900	816	970	939	918	898	800	725	833	829	732	824	726	697	609

NS -Not in Sample

District wise wages of workers 2018-19 (Rural)															
District	Carpenter-I Class	Carpenter-II Class	Mason- I	Mason-II	Marble Worker	Tiles Worker	Painter -I Class	Painter - II Class	Sawyer	Plumber	Plumber Helper	Electrical Wire man	Wire Man Helper	Unskilled Worker (Men)	Unskilled Worker (Women)
Kasargod	894	825	913	850	775	775	775	700	800	925	700	925	700	600	500
Kannur	881	754	926	900	875	863	717	642	859	851	713	832	713	741	628
Wayanad	834	684	913	905	NS	848	830	689	NS	829	701	829	703	649	548
Kozhikode	913	821	948	942	981	981	869	790	1200	910	781	910	806	750	656
Malappuram	875	775	915	875	869	850	825	725	NS	831	735	825	700	706	675
Palakkad	725	650	825	800	800	800	650	550	656	681	550	681	550	550	387
Thrissur	950	850	1000	900	900	900	800	700	900	800	700	800	613	613	613
Ernakulam	913	813	1250	1200	975	975	806	706	802	878	785	844	756	756	681
Idukki	850	800	850	800	750	750	650	600	825	650	583	675	600	581	531
Kottayam	938	881	913	900	NS	800	806	738	NS	819	744	800	744	750	669
Alappuzha	1038	921	1125	1100	1088	1088	888	863	NS	938	844	950	856	797	781
Pathanamthitta	800	725	781	775	803	803	656	625	866	688	594	688	606	606	517
Kollam	900	856	1100	1000	1075	1100	850	850	NS	900	800	900	800	800	700
Thiruvananthapuram	909	875	950	900	1204	1204	844	781	NS	950	794	950	794	738	738
State Average	887	802	958	918	925	910	783	711	864	832	716	829	710	688	616

NS -Not in Sample

District wise wages of workers 2018-19 (Urban)															
District	Carpenter-I Class	Carpenter-II Class	Mason- I	Mason -II	Marble Worker	Tiles Worker	Painter -I Class	Painter - II Class	Sawyer	Plumber	Plumber Helper	Electrical Wire man	Wire Man Helper	Unskilled Worker (Men)	Unskilled Worker (Women)
Kasargod	950	831	906	838	806	806	800	731	806	925	744	925	713	619	500
Kannur	959	822	959	950	938	920	791	706	906	905	775	906	775	775	675
Wayanad	875	738	902	899	NS	800	813	677	NS	817	690	825	695	638	538
Kozhikode	854	783	850	825	894	894	792	788	1200	815	694	815	694	650	650
Malappuram	850	750	910	856	850	831	825	725	NS	838	706	825	725	700	650
Palakkad	750	675	856	850	829	829	681	567	725	694	600	694	600	596	452
Thrissur	975	875	1050	1000	925	925	825	725	925	825	725	825	725	725	725
Ernakulam	913	825	1250	1200	1000	1025	863	756	850	931	838	875	775	781	706
Idukki	925	875	925	875	804	750	750	654	875	750	654	750	654	575	550
Kottayam	944	875	988	975	NS	800	819	750	NS	831	781	831	769	725	650
Alappuzha	1013	988	1200	1100	1128	1128	906	913	NS	1000	873	1006	842	881	694
Pathanamthitta	800	725	788	775	750	750	656	594	738	681	600	681	600	613	481
Kollam	1000	900	1188	1088	1088	1075	900	788	NS	988	850	988	850	800	694
Thiruvananthapuram	975	875	975	972	1215	1215	869	788	NS	942	844	942	844	725	725
<b>State Average</b>	913	824	982	943	936	911	806	726	878	853	741	849	733	700	621

NS -Not in Sample



District wise wages of workers 2019-20 (Rural)															
District	Carpenter-I class	Carpenter-II class	Mason- I	Mason-II	Marble worker	Tiles worker	Painter -I class	Painter - II class	Sawyer	Plumber	Plumber helper	Electrical wire man	Wire man helper	Unskilled worker (men)	Unskilled worker (women)
Kasargod	969	875	906	850	775	775	775	700	800	894	688	895	700	644	444
Kannur	919	781	945	900	875	875	740	642	875	784	725	871	713	725	675
Wayanad	881	756	938	900	NS	887	863	724	NS	873	761	873	746	638	537
Kozhikode	900	833	981	975	975	975	850	750	NS	900	769	888	725	746	635
Malappuram	950	850	1006	967	950	927	900	788	NS	950	794	923	781	744	625
Palakkad	738	663	819	811	838	838	663	575	692	694	575	694	575	575	440
Thrissur	950	863	1050	1000	950	950	850	750	NS	850	750	843	750	750	700
Ernakulam	950	850	1225	1200	988	988	850	750	923	921	835	888	788	781	700
Idukki	913	838	900	811	775	744	679	688	913	746	671	744	681	603	538
Kottayam	938	863	1000	977	NS	850	838	763	NS	844	756	850	769	738	700
Alappuzha	1025	1013	1188	1185	1088	1088	900	900	NS	975	904	975	900	859	819
Pathanamthitta	975	881	938	900	913	888	763	713	988	800	713	775	700	725	617
Kollam	1000	900	1200	1113	1100	1100	900	850	NS	1000	850	975	825	800	688
Thiruvananthapuram	988	894	950	900	1200	1200	850	800	950	950	850	950	850	775	800
State average	935	847	1003	964	952	935	816	742	877	870	760	867	750	722	637

NS -Not in Sample

District wise wages of workers 2019-20 (Urban)															
District	Carpenter-I class	Carpenter-II class	Mason- I	Mason-II	Marble worker	Tiles worker	Painter - I class	Painter - II class	Sawyer	Plumber	Plumber helper	Electrical wire man	Wire man helper	Unskilled worker (men)	Unskilled worker (women)
Kasargod	975	881	900	856	800	800	800	725	800	925	750	925	750	650	563
Kannur	975	813	1000	900	950	938	819	725	950	913	775	925	775	788	688
Wayanad	889	757	923	920	NS	838	844	737	750	870	735	873	750	657	558
Kozhikode	938	888	975	969	975	975	875	775	NS	869	804	885	806	806	663
Malappuram	877	765	976	911	835	831	859	719	NS	837	704	866	710	710	713
Palakkad	769	706	858	854	825	825	681	588	731	706	596	706	596	613	420
Thrissur	975	875	1075	1050	975	975	875	775	NS	875	775	875	775	775	725
Ernakulam	984	856	1225	1163	1008	983	833	723	906	891	797	704	723	750	602
Idukki	950	906	944	888	825	772	788	706	944	778	719	791	713	663	588
Kottayam	963	900	1000	980	NS	825	819	731	NS	850	763	850	781	750	700
Alappuzha	1088	938	1200	1175	1175	1175	938	913	NS	994	900	1038	913	900	819
Pathanamthitta	975	931	963	960	888	881	781	700	950	794	700	794	700	713	500
Kollam	963	875	1050	988	963	1100	788	788	NS	1000	788	988	725	700	700
Thiruvananthapuram	1006	917	1000	978	1200	1200	894	844	1000	988	888	988	900	781	781
State average	952	858	1006	971	952	937	828	746	879	878	764	872	758	733	644

NS -Not in Sample

District wise wages of workers 2020-21 (Rural)															
District	Carpenter-I class	Carpenter-II class	Mason- I	Mason-II	Marble worker	Tiles worker	Painter -I class	Painter - II class	Sawyer	Plumber	Plumber helper	Electrical wire man	Wire man helper	Unskilled worker (men)	Unskilled worker (women)
Kasargod	988	888	938	863	806	800	775	713	800	844	750	856	700	607	544
Kannur	963	822	981	975	950	950	800	678	941	919	763	888	800	785	645
Wayanad	931	794	980	982	NS	891	879	756	NS	873	670	811	700	646	585
Kozhikode	900	850	963	900	969	969	838	750	NS	906	750	875	750	750	650
Malappuram	1019	894	1050	1042	981	956	981	825	NS	825	725	815	694	710	719
Palakkad	806	719	863	856	850	850	694	644	738	750	644	715	590	688	440
Thrissur	950	850	1050	1000	950	950	850	700	900	800	750	813	700	700	700
Ernakulam	956	863	1250	1200	1000	1000	869	763	850	919	831	919	775	775	708
Idukki	950	875	950	863	813	766	802	694	950	769	706	800	700	639	550
Kottayam	956	881	1075	1013	NS	850	844	700	NS	850	794	844	788	713	688
Alappuzha	1000	988	1200	1100	1100	1100	900	859	NS	969	794	1000	900	825	844
Pathanamthitta	1038	938	988	975	950	938	775	725	900	838	744	850	738	694	481
Kollam	1000	900	1200	1100	1100	1100	900	850	NS	988	856	1000	900	775	650
Thiruvananthapuram	1000	900	950	900	1200	1200	850	750	950	1000	856	950	775	800	788
State average	961	869	1031	984	972	951	840	743	879	875	760	867	751	722	642

NS -Not in Sample

District wise wages of workers 2020-21 (Urban)															
District	Carpenter-I class	Carpenter-II class	Mason- I	Mason-II	Marble worker	Tiles worker	Painter -I class	Painter - II class	Sawyer	Plumber	Plumber helper	Electrical wire man	Wire man helper	Unskilled worker (men)	Unskilled worker (women)
Kasargod	988	906	925	850	825	825	813	725	788	950	725	950	750	663	563
Kannur	1019	849	1027	1000	963	959	830	697	878	886	750	925	800	775	700
Wayanad	894	771	948	900	NS	881	878	658	750	830	873	884	793	685	597
Kozhikode	950	925	1000	975	975	975	875	738	NS	887	744	919	754	750	650
Malappuram	1050	925	1083	1017	925	848	965	725	NS	1006	825	973	825	819	781
Palakkad	831	756	908	900	863	863	706	619	781	719	590	750	644	650	490
Thrissur	975	875	1075	1056	975	975	875	750	900	850	710	866	750	731	700
Ernakulam	1092	938	1200	1150	1100	1100	837	775	850	913	819	875	800	794	719
Idukki	958	913	953	913	775	814	804	719	900	759	694	750	694	619	575
Kottayam	950	900	1000	994	NS	850	850	788	NS	853	750	794	756	744	644
Alappuzha	1100	1100	1275	1225	1200	1200	925	900	NS	914	969	875	775	894	725
Pathanamthitta	1000	900	1000	950	900	900	825	669	1050	769	675	775	669	700	481
Kollam	1100	1000	1200	1100	1100	1100	900	875	NS	938	856	900	850	788	638
Thiruvananthapuram	1009	917	1017	989	1200	1200	900	800	1025	1013	771	1000	800	800	750
State average	994	905	1044	1001	983	964	856	746	880	878	768	874	761	744	644

NS -Not in Sample

District wise wages of workers 2021-22 (Rural)															
District	Carpenter -I class	Carpenter -II class	Mason- I	Mason-II	Marble worker	Tiles worker	Painter -I class	Painter - II class	Sawyer	Plumber	Plumber helper	Electrical wire man	Wire man helper	Unskilled worker (men)	Unskilled worker (women)
Kasargod	1000	900	975	875	825	825	775	706	NS	919	700	950	700	675	575
Kannur	1044	867	1053	1048	1012	991	828	728	991	956	788	956	788	813	700
Wayanad	975	825	1007	975	NS	938	928	805	NS	935	798	923	798	695	602
Kozhikode	925	874	969	956	969	969	875	813	NS	881	800	900	800	775	706
Malappuram	1063	950	1069	1050	1025	1000	1019	863	NS	1038	783	1000	856	844	825
Palakkad	856	769	975	950	931	931	738	663	750	788	688	788	688	669	504
Thrissur	975	875	1075	1025	975	975	863	763	NS	863	763	863	763	763	713
Ernakulam	981	881	1250	1200	1000	1000	906	806	950	925	825	925	825	792	713
Idukki	1013	931	1025	956	875	844	881	800	1000	869	788	856	794	719	644
Kottayam	988	938	1000	950	NS	888	869	813	NS	888	838	869	800	744	700
Alappuzha	1050	1050	1225	1200	1138	1138	900	900	NS	994	900	1000	900	894	838
Pathanamthitta	1088	988	1100	1050	1025	969	838	781	1088	875	806	875	800	756	571
Kollam	1000	913	1200	1100	1100	1100	900	850	NS	988	850	981	850	800	700
Thiruvananthapuram	1000	900	950	850	1200	1200	850	800	NS	950	850	950	850	700	700
State average	997	904	1062	1013	1006	983	869	792	956	919	798	917	801	760	678

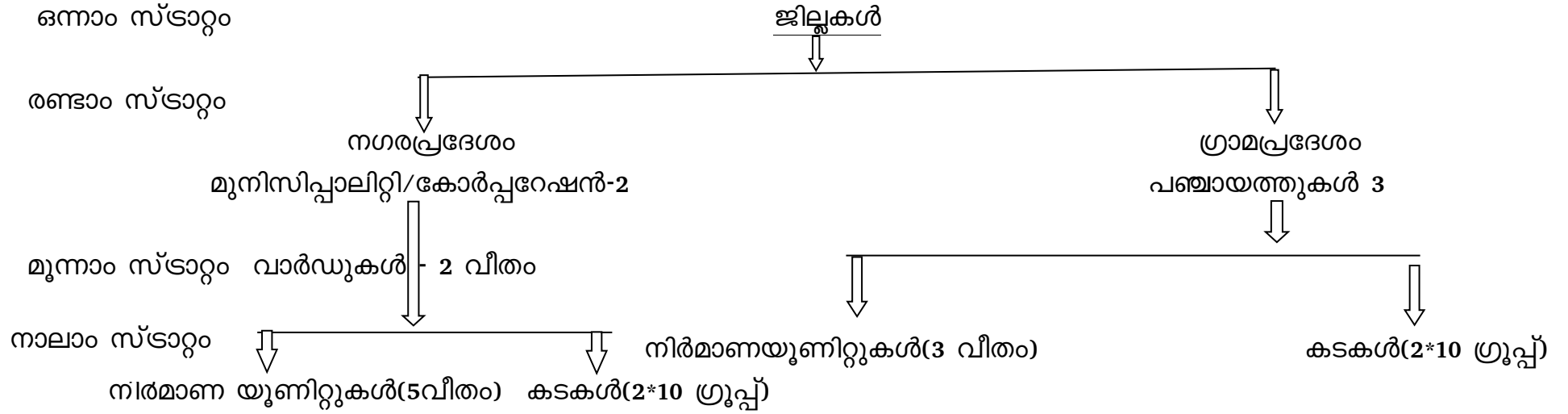
NS -Not in Sample

District wise wages of workers 2021-22 (Urban)															
District	Carpenter -I class	Carpenter -II class	Mason- I	Mason-II	Marble worker	Tiles worker	Painter -I class	Painter - II class	Sawyer	Plumber	Plumber helper	Electrical wire man	Wire man helper	Unskilled worker (men)	Unskilled worker (women)
Kasargod	1000	888	963	850	850	850	825	725	NS	950	781	950	750	706	606
Kannur	1075	888	1100	1094	1069	1034	875	775	1069	969	819	969	819	838	750
Wayanad	931	825	1000	994	NS	895	887	781	NS	902	773	902	773	697	602
Kozhikode	975	919	1013	963	994	994	914	819	NS	931	840	944	850	850	775
Malappuram	1016	879	1063	954	950	919	919	763	NS	969	756	946	756	744	756
Palakkad	875	771	1000	980	941	941	738	673	750	817	704	817	704	679	558
Thrissur	1000	900	1138	1100	1000	1000	888	788	NS	888	788	888	788	788	738
Ernakulam	1100	950	1200	1100	1088	1088	919	819	950	950	850	919	819	775	713
Idukki	1044	981	1031	1006	919	883	906	850	1000	894	813	881	806	744	663
Kottayam	988	913	1050	1000	NS	875	900	850	NS	888	831	888	831	750	706
Alappuzha	1100	1100	1300	1288	1200	1200	900	900	NS	1013	913	1038	913	900	850
Pathanamthitta	1075	938	1063	1038	975	975	890	794	1075	875	806	875	775	794	508
Kollam	1017	925	1200	1100	963	963	846	781	NS	875	781	875	781	700	613
Thiruvananthapuram	1063	950	1050	1017	1200	1200	900	850	NS	1050	938	1063	958	825	825
State average	1019	916	1084	1035	1012	987	879	798	969	927	814	925	809	771	690

NS-Not in Sample



സ്കാറ്റിഫൈഡ് മൾട്ടിസ്റ്റേജ് റാൻഡം സാമ്പിംഗ് (മാതൃക)



		<u>ഗ്രാമപ്രദേശം</u>	<u>നഗരപ്രദേശം</u>
ഒരു ജില്ലയിൽ ആകെ സർവ്വേ നടത്തേണ്ടത്	കെട്ടിടനിർമാണ യൂണിറ്റുകൾ	$3 * 3 = 9$ (3 പഞ്ചായത്തുകൾ* 3 യൂണിറ്റുകൾ)	$5 * 2 = 10$ (2 മുനിസിപ്പാലിറ്റികൾ* 5 യൂണിറ്റുകൾ)
	കടകൾ	$3 * 10 * 2 = 60$ (3 പഞ്ചായത്തുകൾ* 10 ഗ്രൂപ്പുകൾ*2 കടകൾ)	$2 * 2 * 2 * 10 = 80$ (2 മുനിസിപ്പാലിറ്റികൾ * 2വാർഡുകൾ*2കടകൾ* 10ഗ്രൂപ്പുകൾ)



12.9 Schedules used

ലിസ്റ്റിംഗ് ഷെഡ്യൂൾ

കോർപ്പ/മുനിസി/പഞ്ചായത്ത്:

തിരഞ്ഞെടുത്ത വാർഡ് നമ്പർ:

വാർഡിൻറപേര്:

ക്രമ നമ്പർ	കടയുടെ പേരും മേൽവിലാസവും	കെട്ടിട നമ്പർ	പ്രവർത്തനം	ഗ്രൂപ്പ് നമ്പർ										എൻ ഐ സി കോഡ്
				മൊത്ത വ്യാപാര കട					ചില്ലറ വ്യാപാര കട					
				I	II	III	IV	V	VI	VII	VIII	IX	X	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	
1														
2														
3														
4														
5														
6														
.														

കേരളസർക്കാർ



**സാമ്പത്തിക സ്ഥിതിവിവരക്കണക്ക് വകുപ്പ് പട്ടിക -2**

**.....ന് അവസാനിക്കുന്ന ത്രൈമാസത്തിലെ കെട്ടിടനിർമ്മാണ തൊഴിലാളികളുടെ വേതനം**

1 . ജില്ല

3 . മുനിസിപ്പാലിറ്റി/കോർപ്പറേഷൻ/പഞ്ചായത്ത്

2 .യൂണിറ്റിൻറെ മേൽവിലാസം)

വിവരങ്ങൾ നൽകിയആളിൻറെ പേരും യൂണിറ്റുമായുള്ള ബന്ധവും

(ഫോൺ സഹിതം

വിവരങ്ങൾ ശേഖരിച്ച തീയതി

ക്രമ നമ്പർ	ജോലിക്കാരുടെ ഇനം	പ്രവൃത്തി സമയം	ദിവസവേതനം					
			പണമായി നൽകുന്നത്	സാധനമായി നൽകുന്നത്	സാധനങ്ങളുടെ അളവ്	തത്തുല്യമായ രൂപ	ആകെ വേതനം	റിമാർക്സ്
1	2	3	4	5	6	7	8	9
1	മരപ്പണിക്കാർ 1 ക്ലാസ്							
2	മരപ്പണിക്കാർ 2 ക്ലാസ് സഹായി							
3	കർക്കല്ല് പണിക്കാർ							
	1 പാക്കിംഗ്							
	2 കെട്ട്							
4	ചെങ്കല്ല് /ഇഷ്ടിക പണിക്കാർ							
	1 കെട്ട്							
	2 തേപ്പ്							
5	മാർബിൾ പണിക്കാർ							
6	ടൈൽസ് പണിക്കാർ							
7	മൊസൈക്ക് പണിക്കാർ							
8	പെയിൻറർ 1 ക്ലാസ്							
9	പെയിൻറർ 2 ക്ലാസ്							
10	തടി അറുപ്പുകാരൻ(സോയർ)							
11	പ്ലംബർ							
12	പ്ലംബർ സഹായി							
13	ഇലക്ട്രിക്കൽ വയർമാൻ							
14	വയർമാൻ സഹായി							
15	അവിദഗ്ധ തൊഴിലാളി പുരുഷൻ(മേസൻ്റ് സഹായി)							
16	അവിദഗ്ധ തൊഴിലാളി സ്ത്രീ(മേസൻ്റ് സഹായി)							

സ്ഥലം  
തീയതി

ഇൻവെന്റിഗേറ്ററുടെ പേരും ഒപ്പും  
റിസർച്ച് ഓഫീസറുടെ/ബന്ധപ്പെട്ട ഉദ്യോഗസ്ഥൻ്റെ പേരും ഒപ്പും





## WAGE STRUCTURE SURVEY 2017 -2022

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